

NEBRASKA CONTINUOUS QUALITY IMPROVEMENT (CQI)



Child Protection & Safety

Our Vision: Children are safe and healthy and have strong, permanent connections to their families.

Our Commitments:

1. Children are our #1 priority
2. We respect and value parents and families
3. We value partnerships
4. We are child welfare professionals

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Nebraska Federal Indicators Matrix

Round 2 Indicators (COMPASS)

September 2016

 Department of Health & Human Services DHHS NEBRASKA	Absence of Maltreatment Recurrence	Absence of Maltreatment in Foster Care	Timeliness and Permanency of Reunification	Timeliness of Adoption	Permanency for Children in Foster Care	Placement Stability
Federal Target:	94.60%	99.68%	122.6	106.4	121.7	101.5
Eastern	98.02%	99.89%	116.6	133.8	154.4	107.4
Southeast	99.02%	100.00%	105.4	177.7	148.4	111.6
Central	98.24%	99.85%	115.6	198.4	183.8	116.6
Northern	96.59%	100.00%	140.8	151.3	151.4	117.9
Western	99.11%	99.84%	133.2	187.0	164.6	117.8
State	97.95%	99.89%	119.4	154.8	157.7	110.7


 = Passing the Federal
 = Not Passing the Federal Indicator

Note: Youth throughout the state who are placed in YRTC are reflected in the Federal Measures for the Central and Southeast Service Areas due to the YRTC's being located in Kearney and Geneva.


Nebraska Federal Indicators Matrix

Round 3 Indicators

September 2016

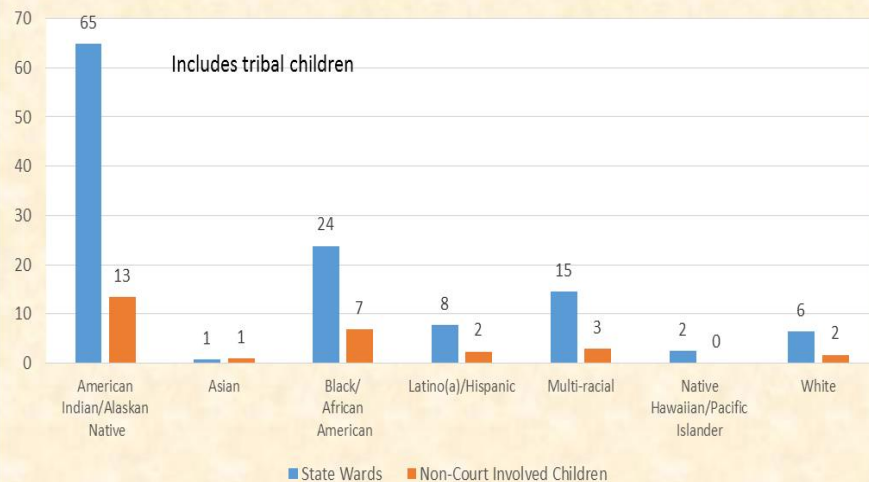
 Department of Health & Human Services NEBRASKA	Recurrence of Maltreatment	Maltreatment in Care	Youth Entering Care Achieving Permanency in 12 Months	Re-Entry within 12 Months of Discharge	Youth in Care 12-23 Months Achieving Permanency in 12 Months	Youth in Care 24+ Months Achieving Permanency in 12 Months	Placement Stability
Target:	≤ 7.9%	≤ 7.00	≥ 43.8%	≤ 8.3%	≥ 46.2%	≥ 36.3%	≤ 4.12
Eastern	7.9%	2.96	38.8%	5.6%	40.9%	37.2%	3.18
Southeast	6.2%	2.36	38.3%	3.7%	61.9%	51.1%	2.93
Central	6.5%	4.78	36.9%	7.1%	60.5%	64.3%	2.74
Northern	6.9%	1.09	50.5%	4.2%	55.6%	39.5%	1.92
Western	6.8%	0.78	36.7%	6.6%	62.4%	50.0%	2.66
State	7.1%	2.87	40.4%	6.2%	51.7%	43.9%	2.93

 = Passing

 = Not Passing

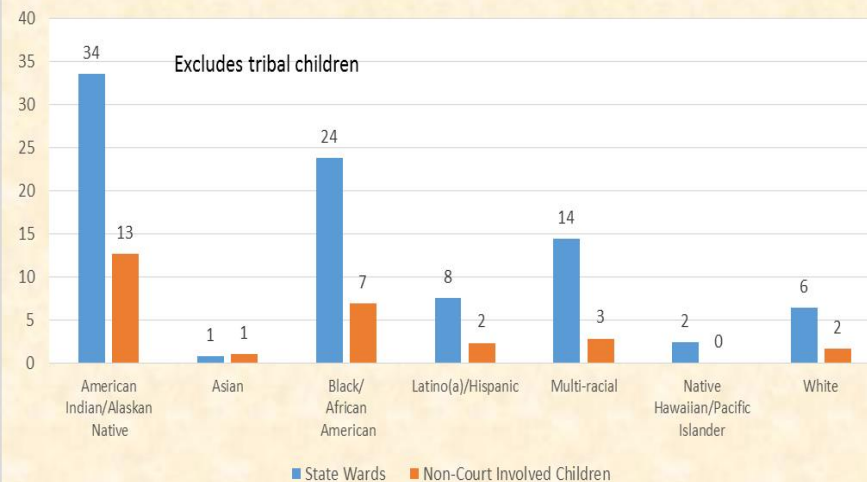
Statewide: State Wards and Non-Court Involved Children by Race Per 1000 of the Population

Data as of 03/16/2015



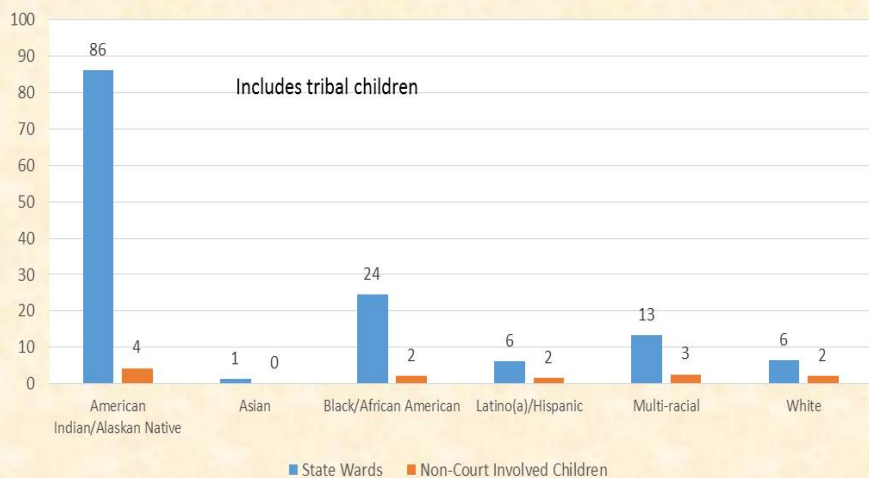
Statewide: State Wards and Non-Court Involved Children by Race Per 1000 of the Population

Data as of 03/16/2015



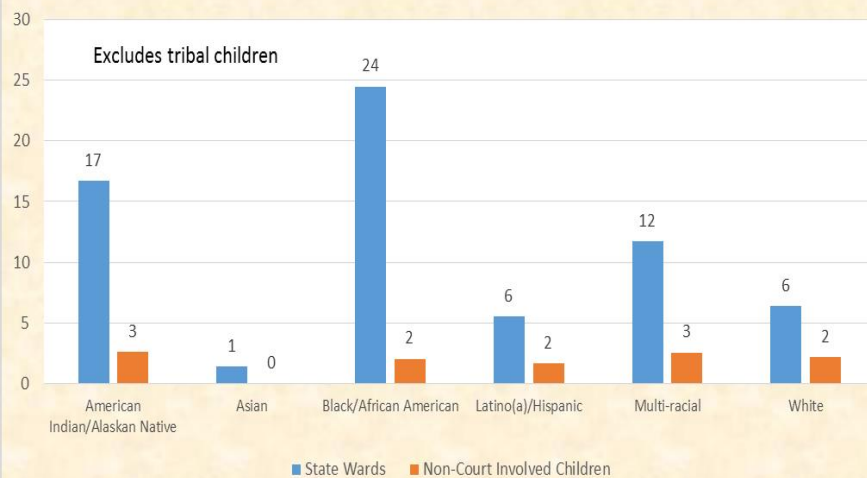
Northern Service Area: State Wards and Non-Court Involved Children by Race Per 1000 of the Population

Data as of 03/16/2015

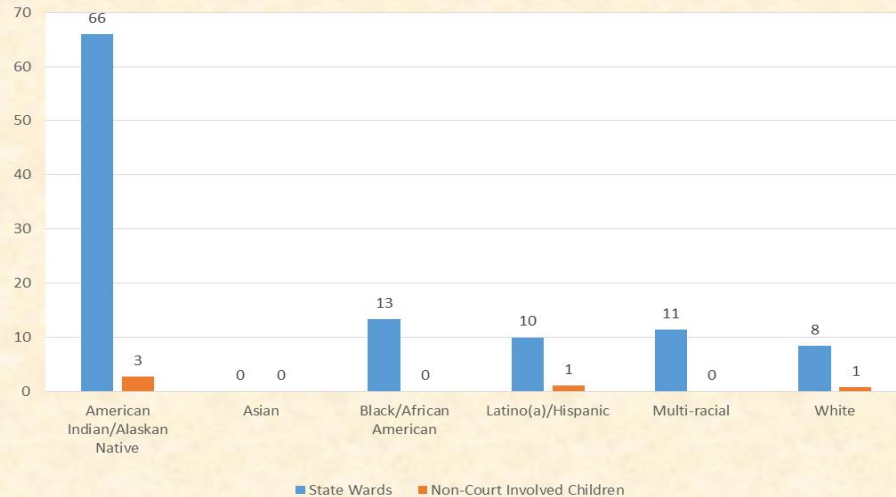


Northern Service Area: State Wards and Non-Court Involved Children by Race Per 1000 of the Population

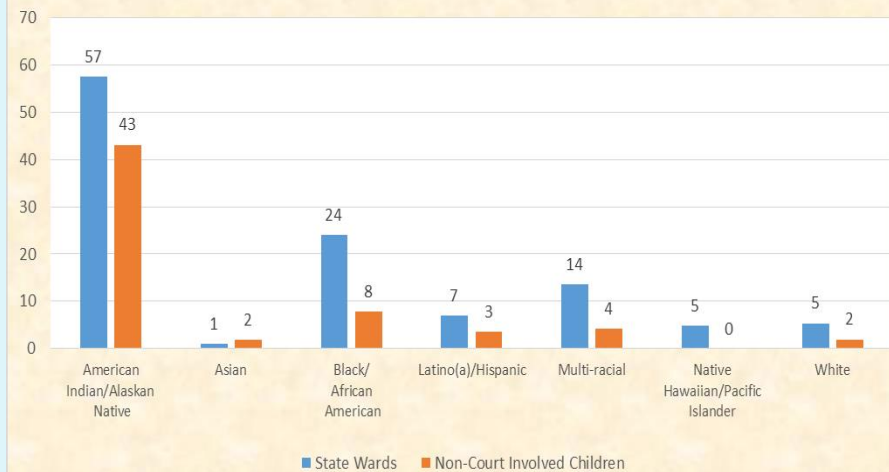
Data as of 03/16/2015



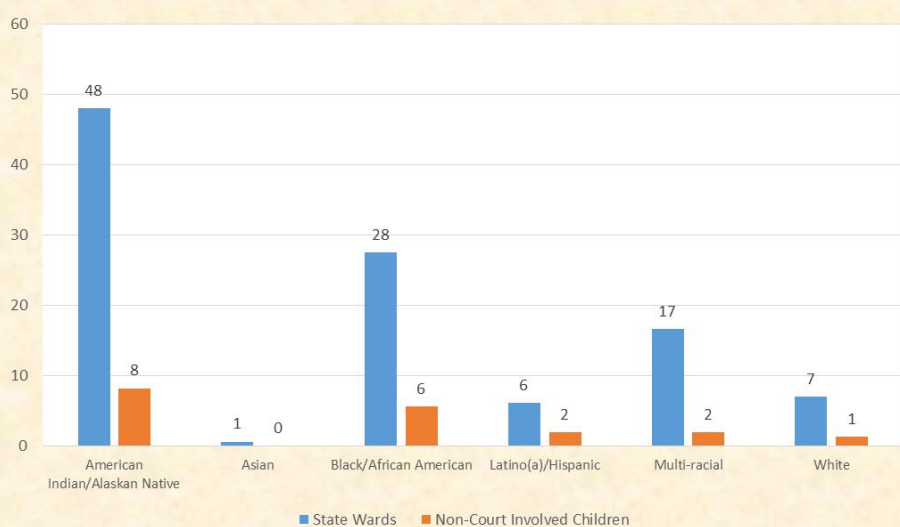
Central Service Area: State Wards and Non-Court Involved Children
by Race Per 1000 of the Population
Data as of 03/16/2015



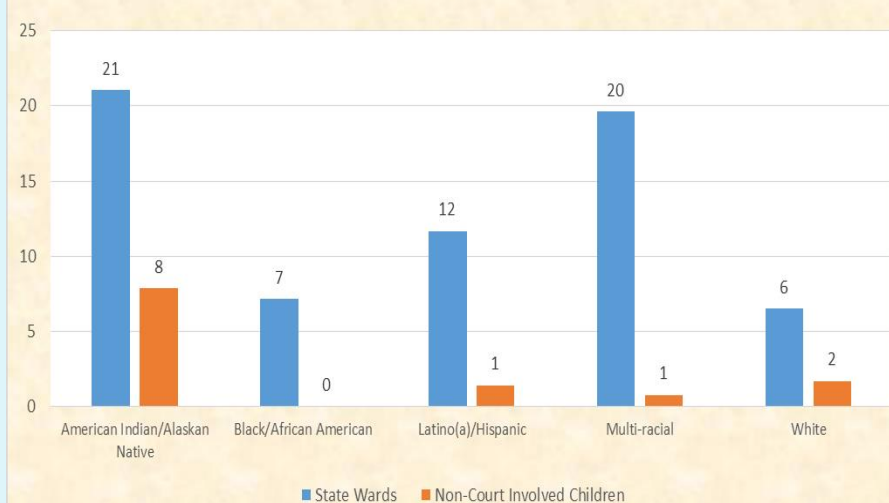
Eastern Service Area: State Wards and Non-Court Involved Children
by Race Per 1000 of the Population
Data as of 03/16/2015



Southeast Service Area: State Wards and Non-Court Involved
Children by Race Per 1000 of the Population
Data as of 03/16/2015



Western Service Area: State Wards and Non-Court Involved Children
by Race Per 1000 of the Population
Data as of 03/16/2015



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CHAPTER 1: PREVENTION AND EARLY INTERVENTION

OUTCOME STATEMENT: CHILDREN AND FAMILY WILL HAVE TIMELY ACCESS TO THE SERVICES AND SUPPORT THEY NEED.

Goal Statement: Build infrastructure to support at-risk families;

- Primary Prevention – Targeted to general population, aimed at educating the public about child abuse and neglect, with the goal of stopping abuse before it happens.
- Secondary Prevention – Targeted to individual or families in which maltreatment is more likely
- Tertiary Prevention – Targeted toward families in which abuse has already occurred

Safely Decrease the Number of State Wards

Strengths/Opportunities:

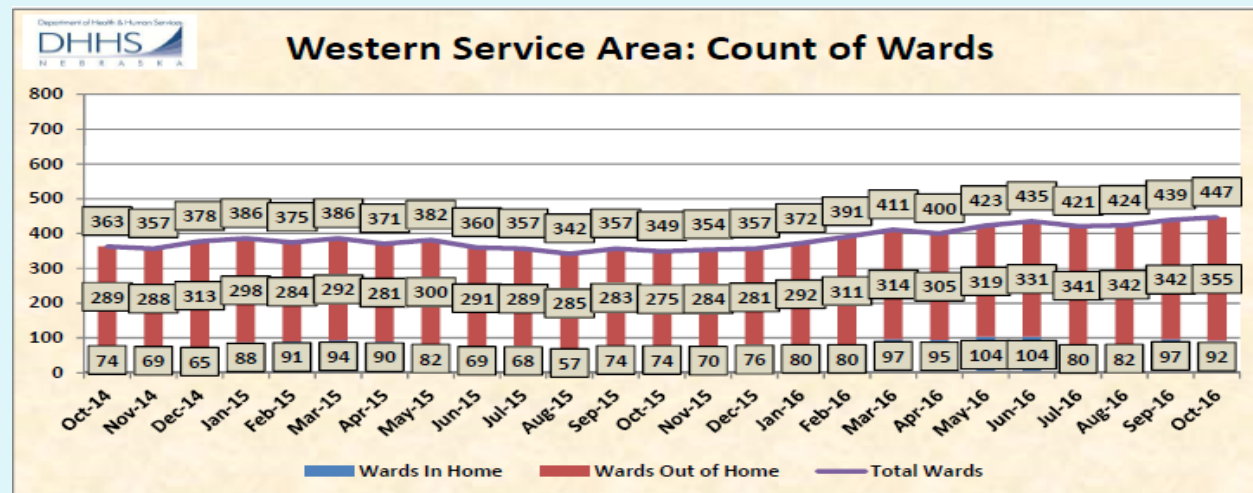
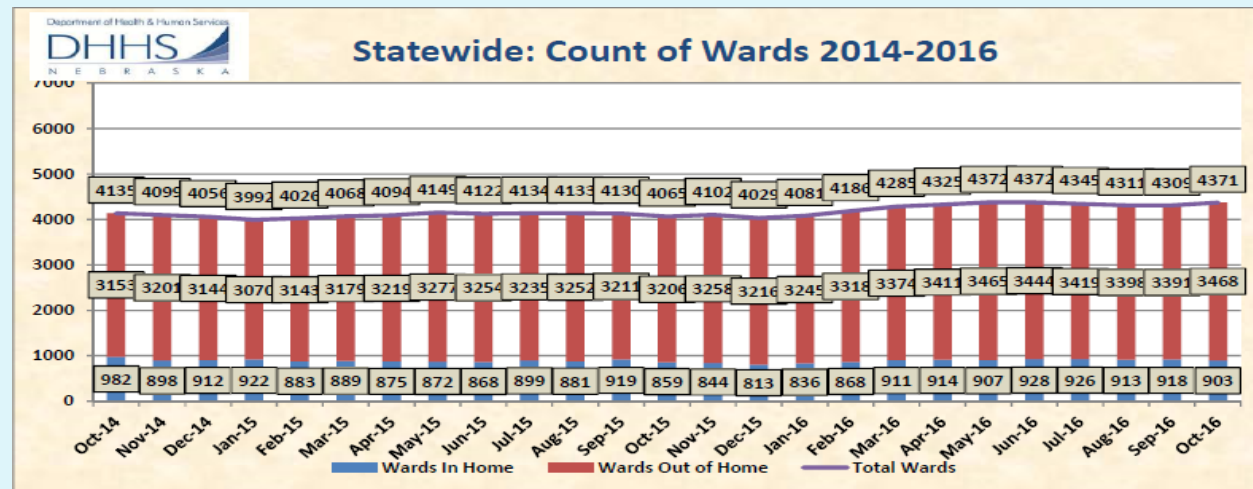
Barriers:

Action Items:

CQI Team Priority:

* Statewide

OUTCOME STATEMENT: Children and Families Will Have Timely Access to the Services and Support They Need



*LB 961 directs DHHS to realign the Western, Central, and Northern Service Areas to be coterminous with the District Court judicial districts. The baseline data from July 2, 2012 reflects this geographical change.

Data Review Frequency: Quarterly

Safely Decrease the Number of State Wards

Strengths/Opportunities:

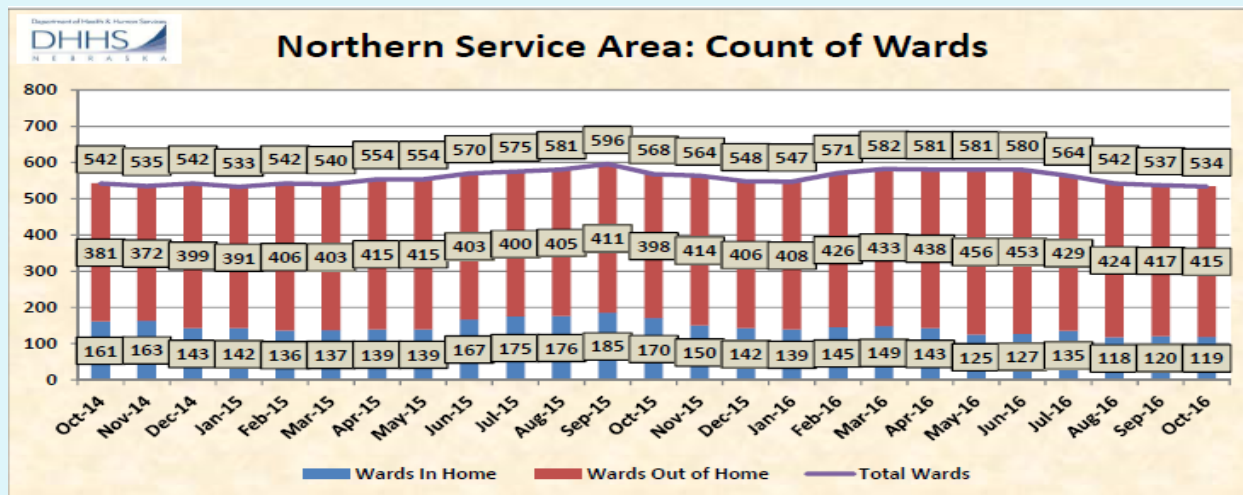
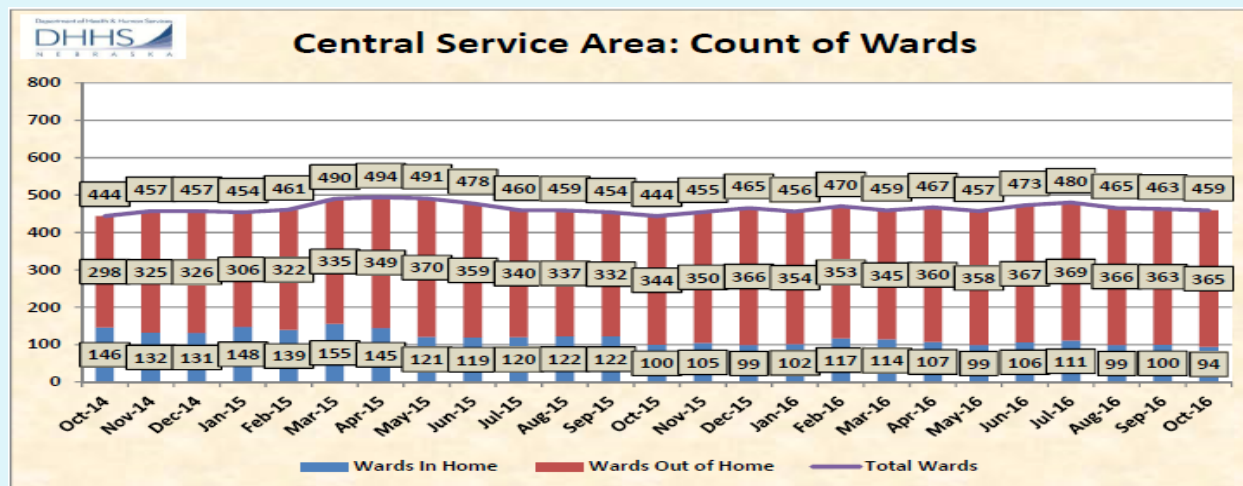
Barriers:

Action Items:

CQI Team Priority:

* Statewide

OUTCOME STATEMENT: Children and Families Will Have Timely Access to the Services and Support They Need



*LB 961 directs DHHS to realign the Western, Central, and Northern Service Areas to be coterminous with the District Court judicial districts. The baseline data from July 2, 2012 reflects this geographical change.

Data Review Frequency: Quarterly

Safely Decrease the Number of State Wards

Strengths/Opportunities:

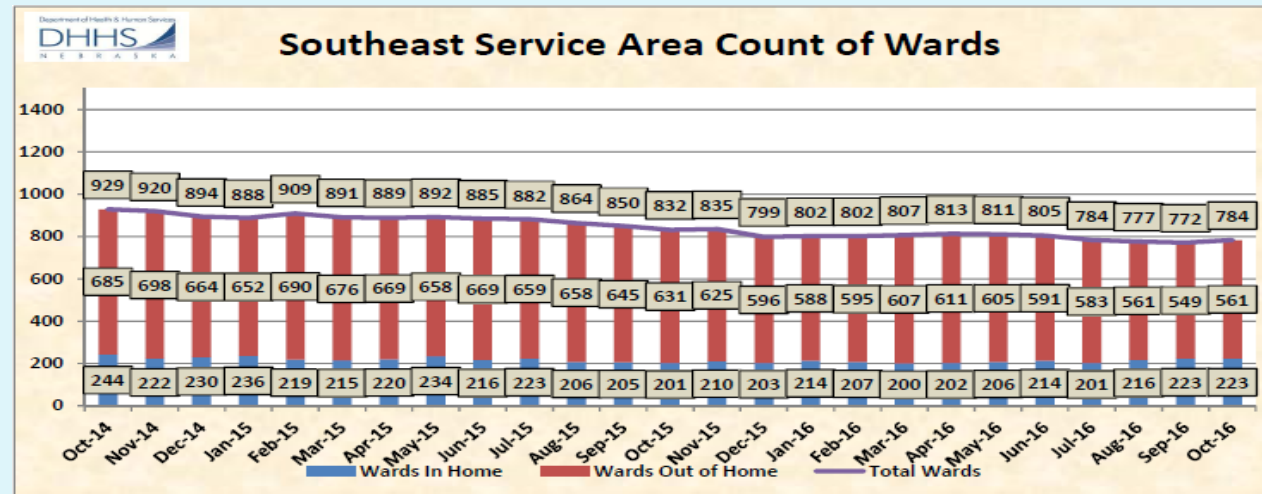
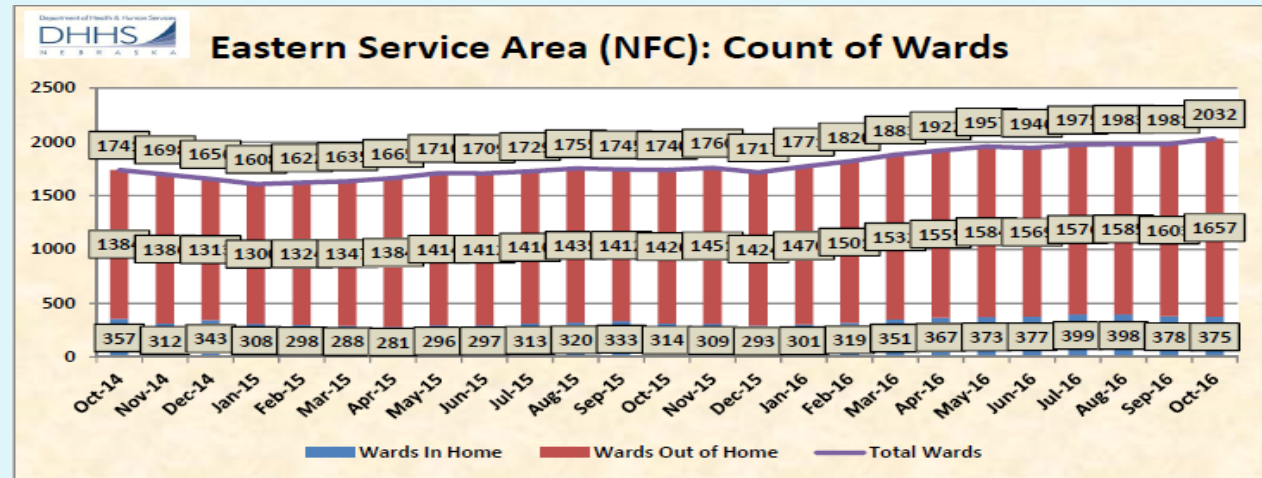
Barriers:

Action Items:

CQI Team Priority:

* Statewide

OUTCOME STATEMENT: Children and Families Will Have Timely Access to the Services and Support They Need



Data Review Frequency: Quarterly

*LB 961 directs DHHS to realign the Western, Central, and Northern Service Areas to be coterminous with the District Court judicial districts. The baseline data from July 2, 2012 reflects this geographical change.

Safely Decrease the Number of State Wards

Strengths/Opportunities:

Barriers:

Action Items:

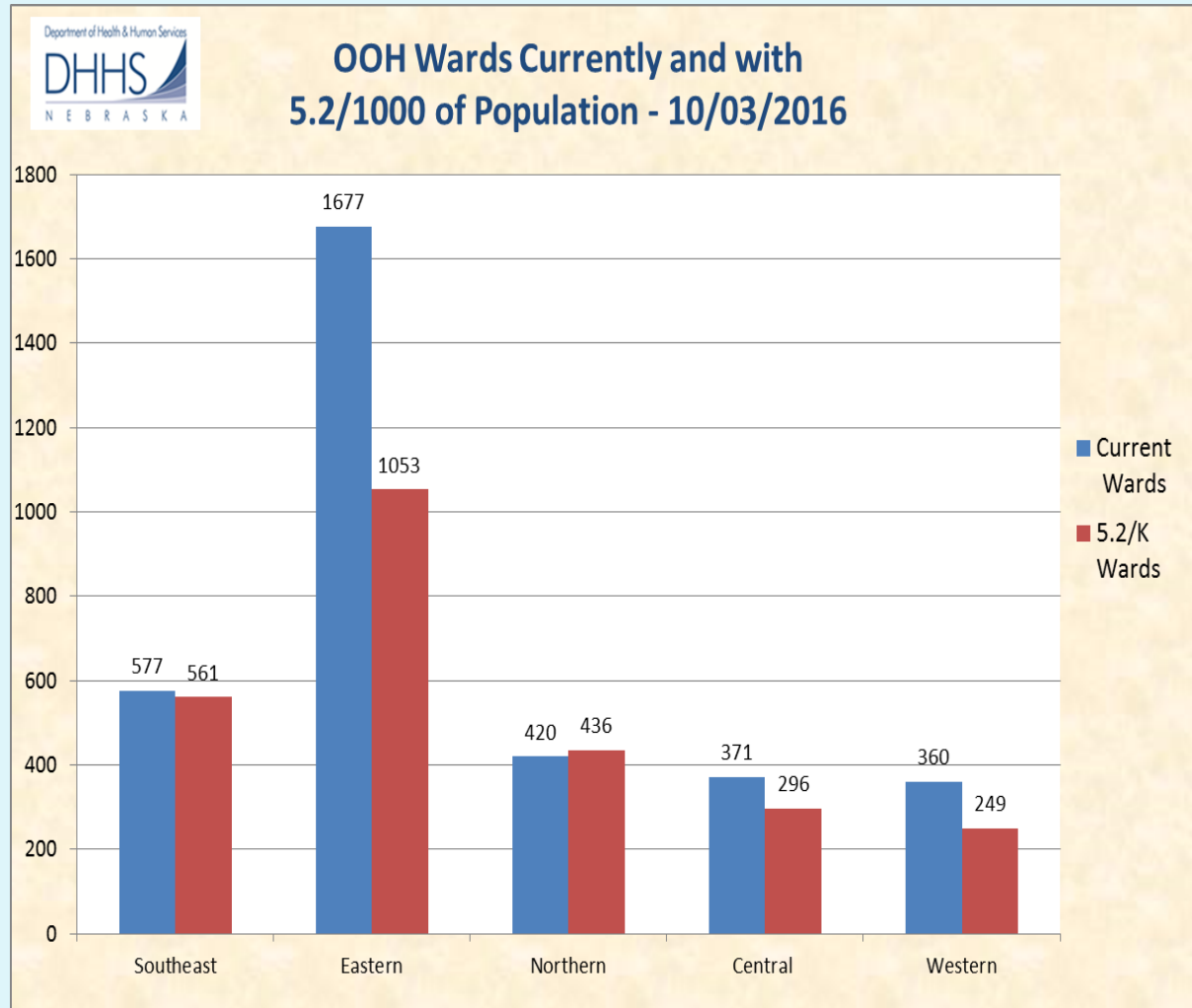
**Completed:*

**Planned:*

CQI Team Priority:

* Statewide

OUTCOME STATEMENT: Children and Families Will Have Timely Access to the Services and Support They Need



Out of Home Court wards using Nielsen Youth Population.

Note: Count by County Report is now available.

Data Review Frequency: Monthly

Safely Decrease the Number of State Wards

Strengths/Opportunities:

Oct 2016: Statewide increased to 7.1

Note: Nielsen Youth Population Details:

	2012	2014	2015	2016	Difference
Eastern	193,685	198,681	201,956	202,439	483
Southeast	105,316	105,840	106,737	107,825	1,088
Northern	88,434	84,503	83,886	83,776	-110
Central	58,229	56,839	57,079	57,000	-79
Western	50,896	48,775	48,440	47,883	-557
State	496,560	494,638	498,098	498,923	825

Barriers:

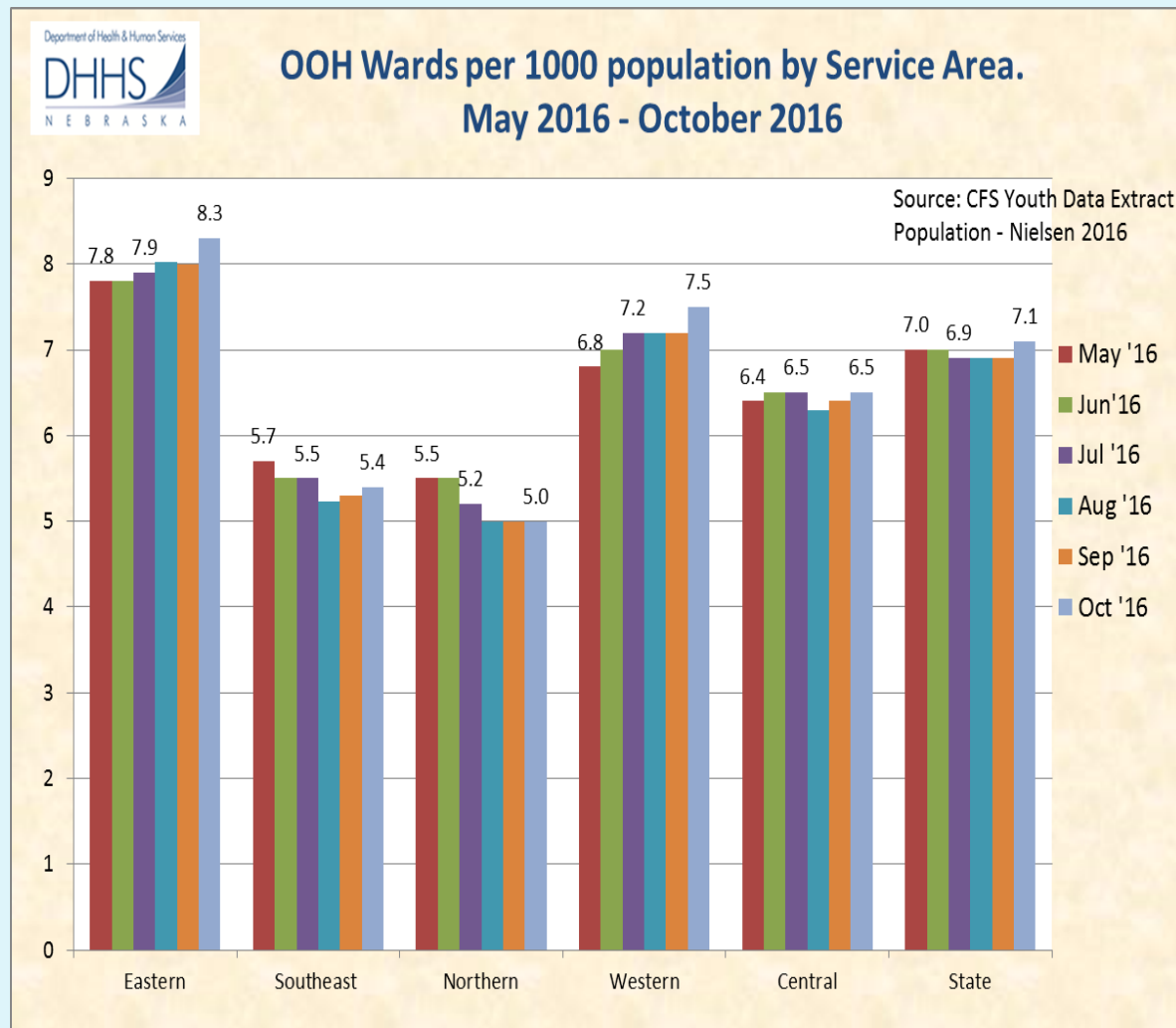
Action Items:

CQI Team Priority:

* Statewide

Data Review Frequency: Monthly

OUTCOME STATEMENT: Children and Families Will Have Timely Access to the Services and Support They Need



-As of August 2015, rate per 1000 calculated using 2015 Nielsen population data for youth < 19 yrs. of age.

Safely Decrease the Number of State Wards

Strengths/Opportunities:

Higher number of entries than exits.

LB-561 became effective Oct 1, 2013. This resulted in youth being cared for by probation rather than CFS

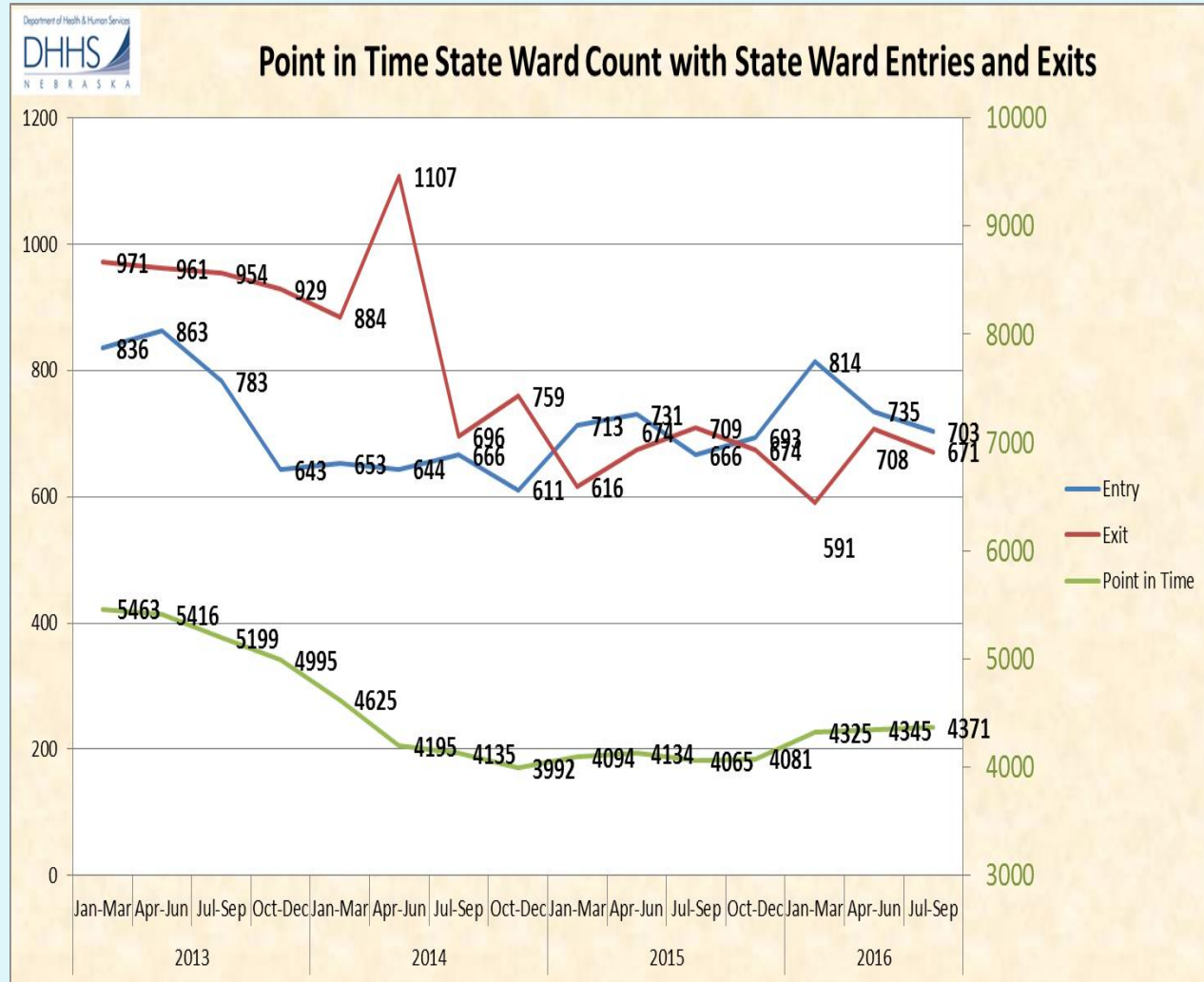
Barriers:

Action Items:

CQI Team Priority:

* Statewide

OUTCOME STATEMENT: Children and Families Will Have Timely Access to the Services and Support They Need



Data Review Frequency: Quarterly

Safely Decrease the Number of State Wards

Strengths/Opportunities:

Statewide: Entry numbers are currently higher than exit numbers.

NOTE: Starting April 2014 – The statewide numbers include counts for the YRTC.

Barriers:

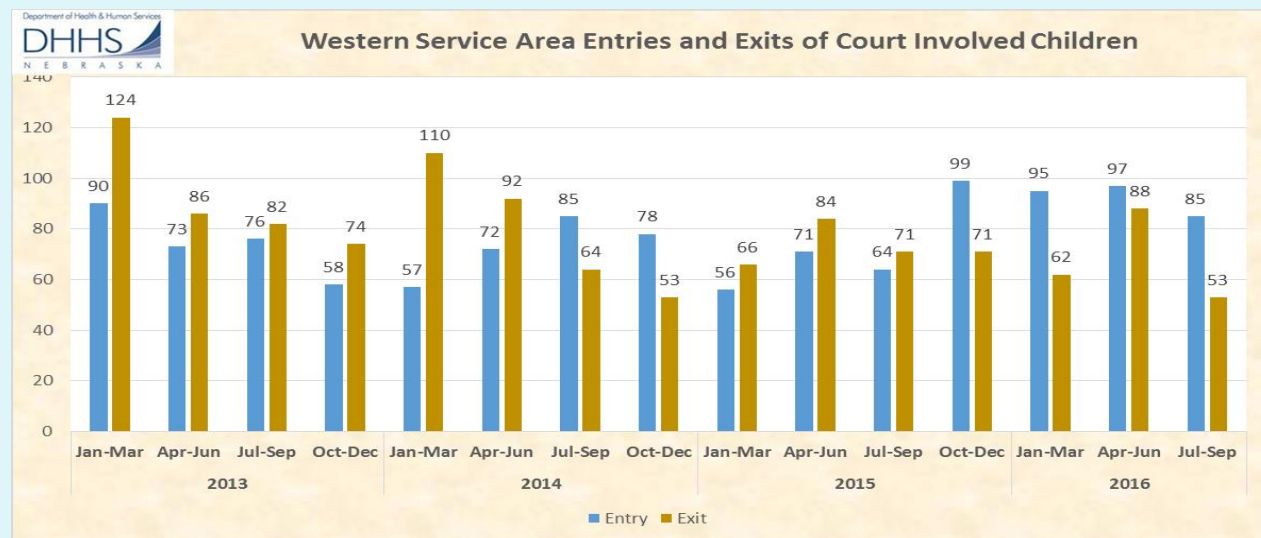
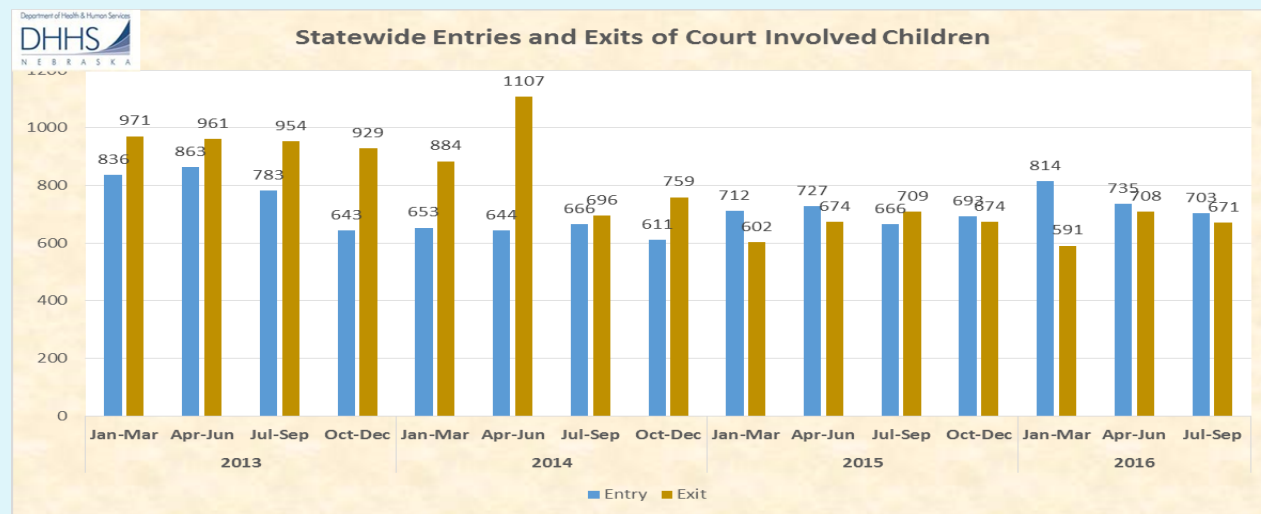
Action Items:

CQI Team Priority:

* Statewide

Data Review Frequency: Quarterly

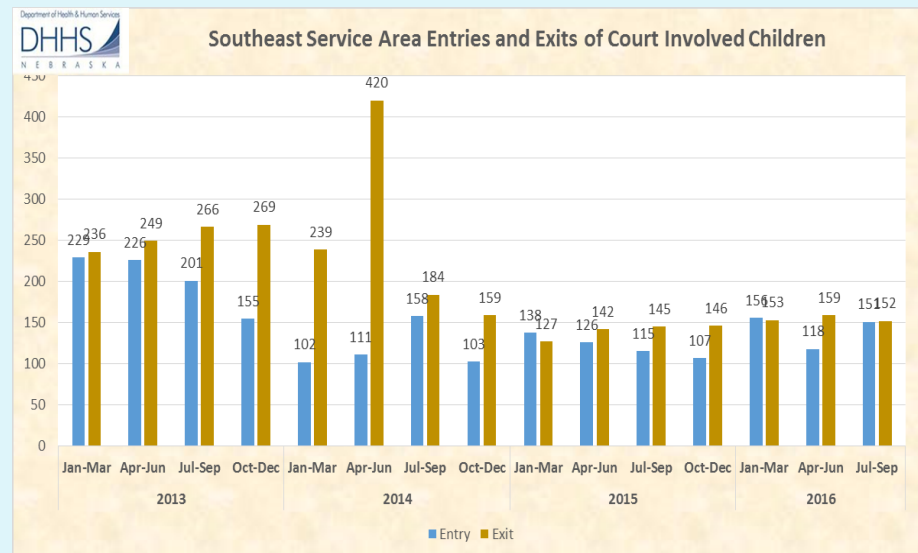
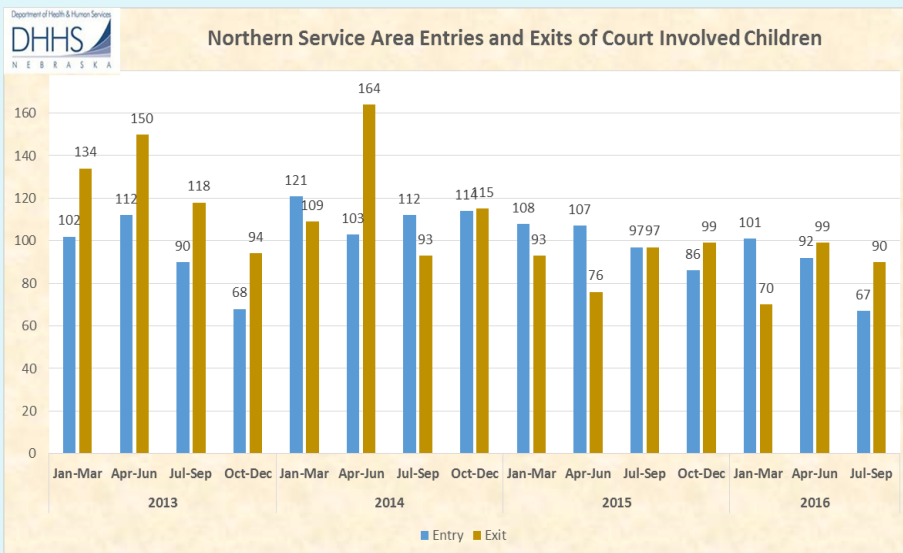
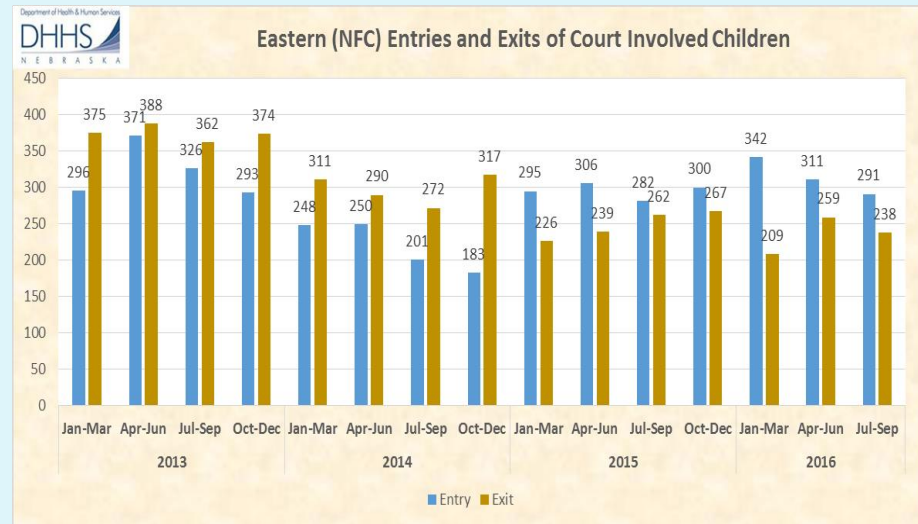
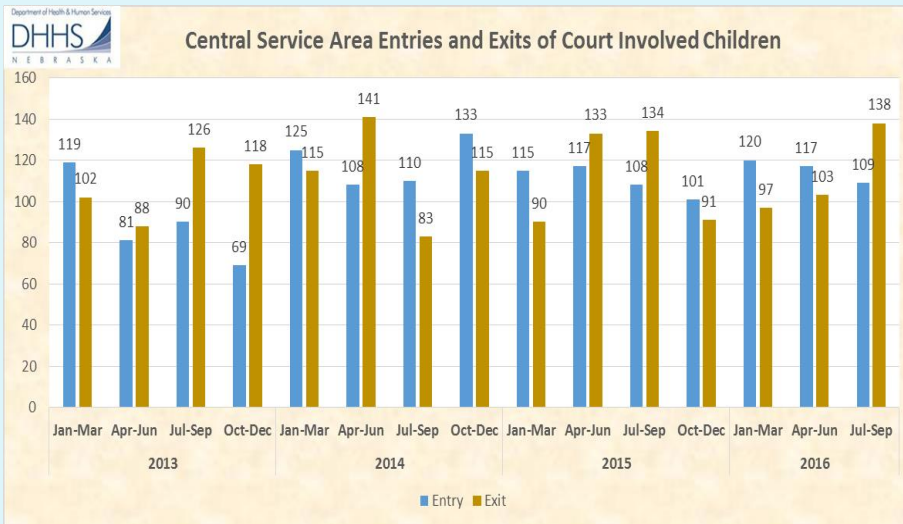
OUTCOME STATEMENT: Children and Families Will Have Timely Access to the Services and Support They Need



N-Focus Legal Status field. An entry occurs when a child is made a state ward. An exit occurs when the Legal Status changes to non-ward - not when it is entered into NFocus. Entries include youth that go from non-court to court. Counts based on date of action, not entry date into NFocus

Safely Decrease the Number of State Wards

OUTCOME STATEMENT: Children and Families Will Have Timely Access to the Services and Support They Need



Safely Decrease the Number of Non-Court Cases

Strengths/Opportunities:

Statewide: Exit numbers are currently higher than entry numbers.

Barriers:

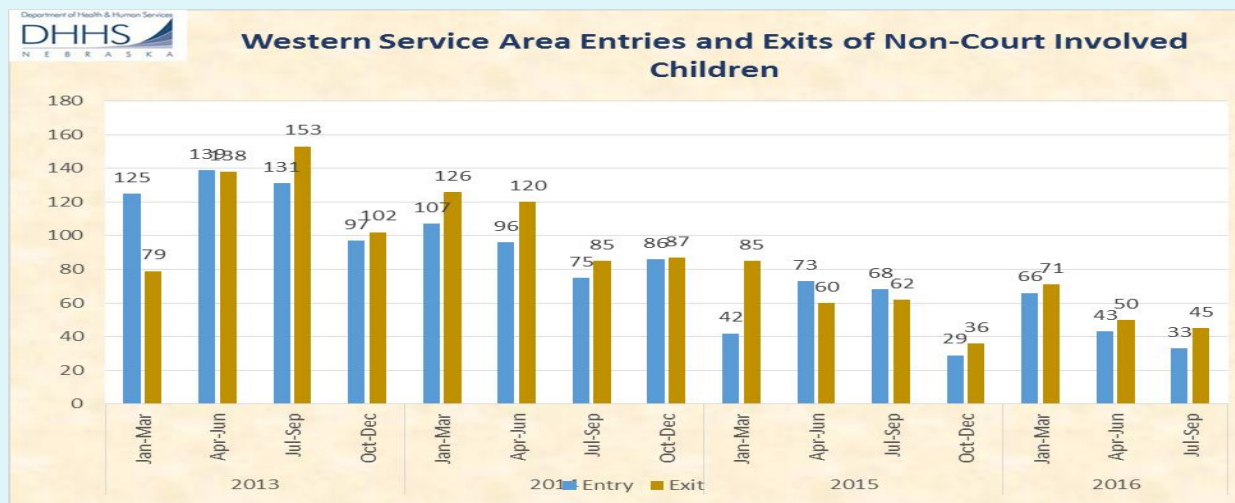
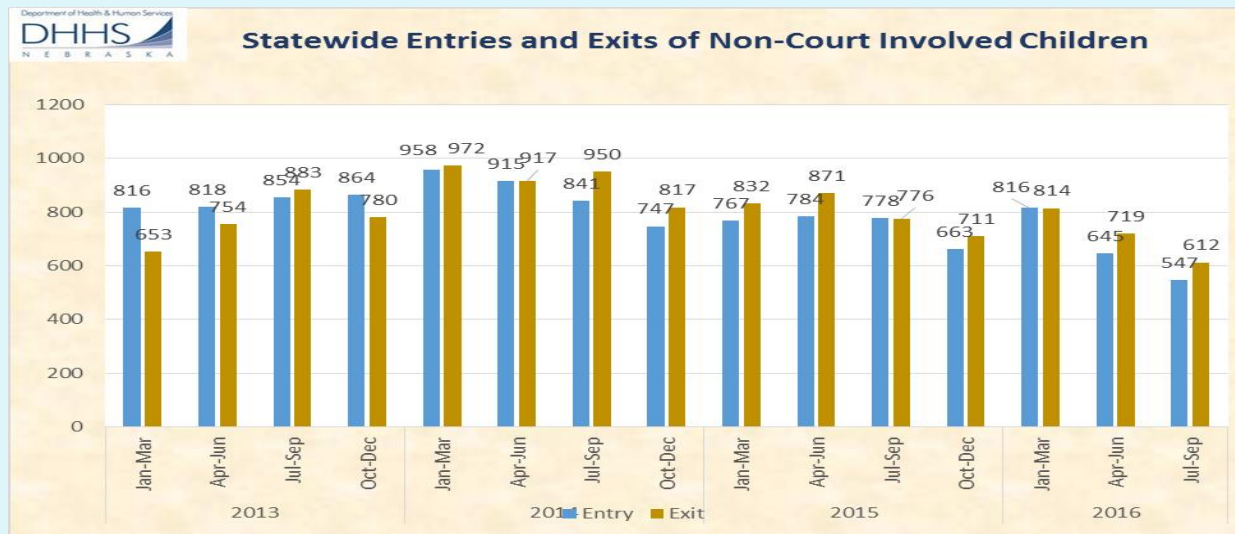
Action Items:

CQI Team Priority:

* Statewide

Data Review Frequency: Quarterly

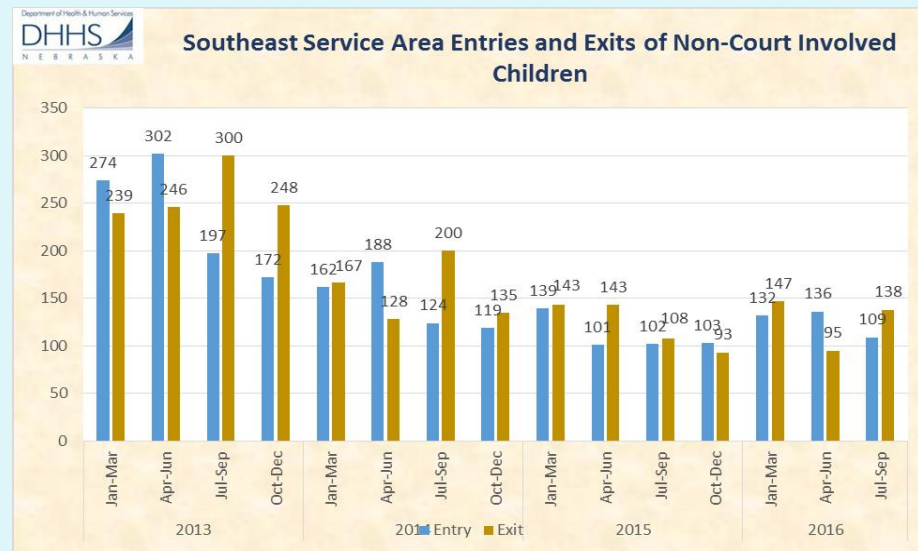
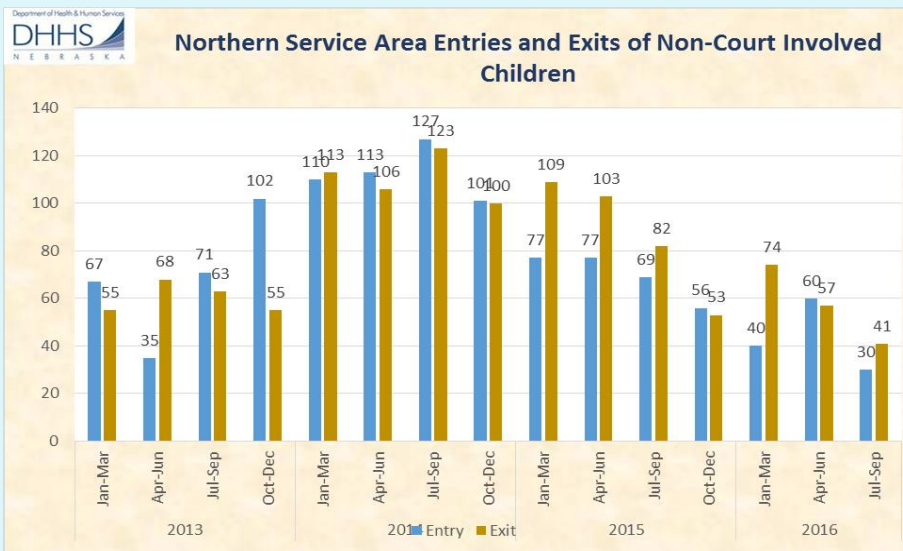
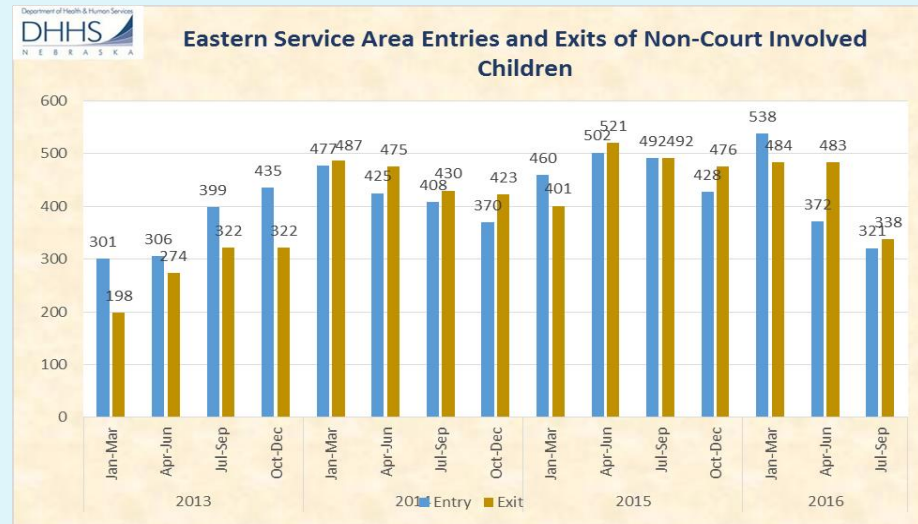
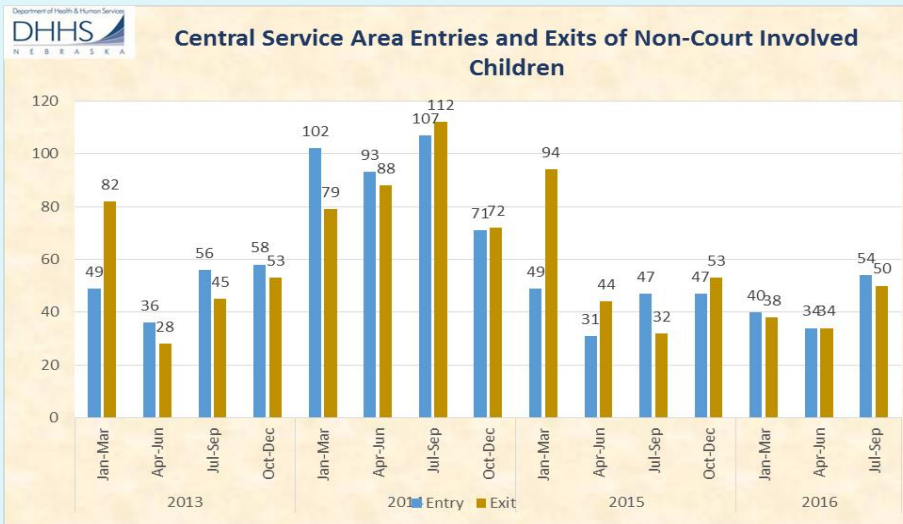
OUTCOME STATEMENT: Children and Families Will Have Timely Access to the Services and Support They Need



N-Focus Legal Status field. An entry occurs when a child is made a state ward. An exit occurs when the Legal Status changes to non-ward - not when it is entered into NFOCUS. Entries include youth that go from non-court to court. Counts based on date of action, not entry date into NFOCUS

Safely Decrease the Number of Non-Court Cases

OUTCOME STATEMENT: Children and Families Will Have Timely Access to the Services and Support They Need



Families Receiving Alternative Response Services

Strengths/Opportunities:

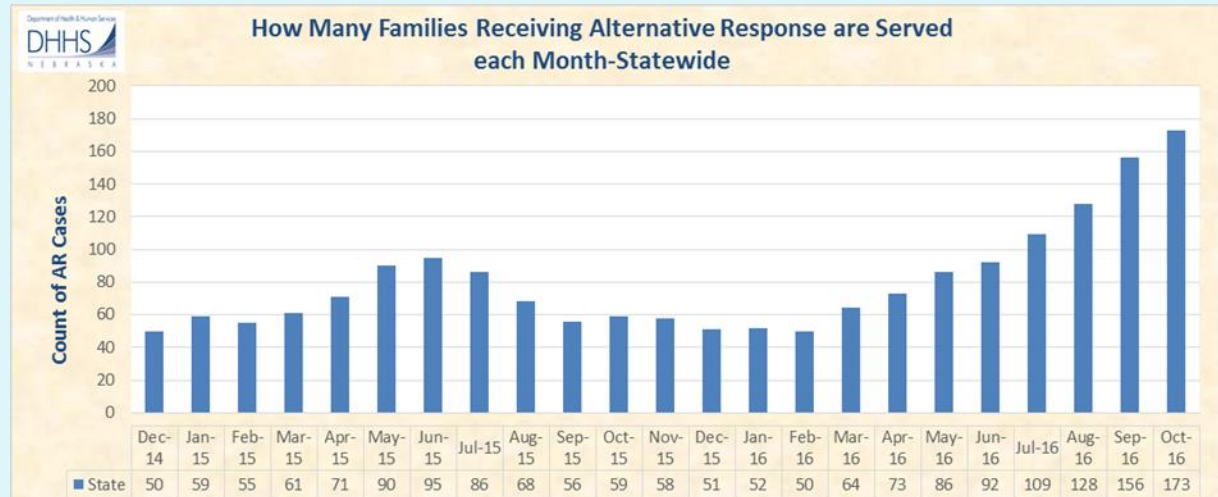
Barriers:

Action Items:

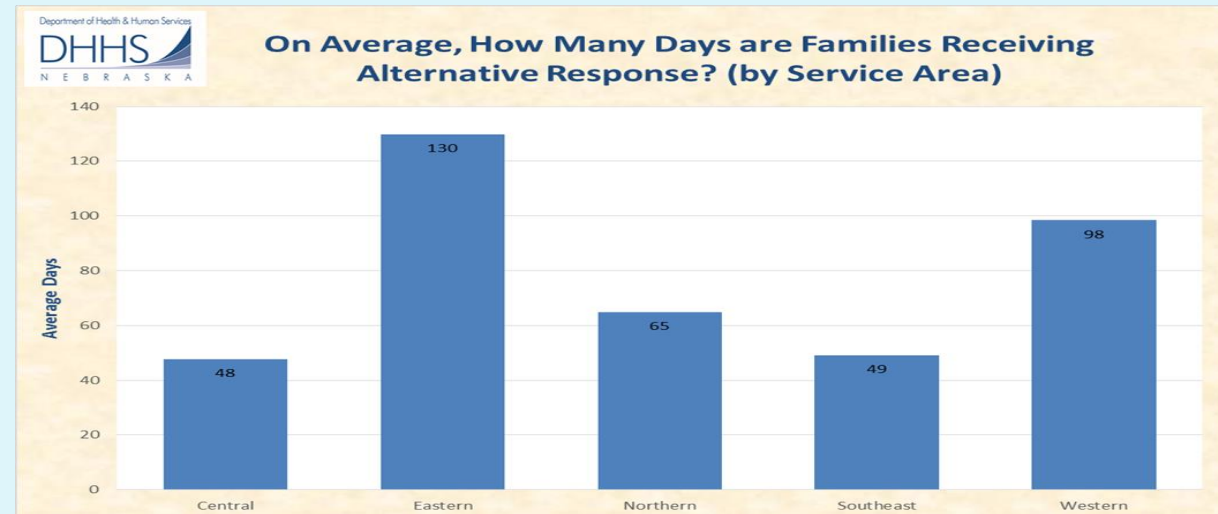
CQI Team Priority:

Data Review Frequency: Monthly

OUTCOME STATEMENT: Children and Families Will Have Timely Access to the Services and Support They Need



The number of families actively receiving AR.
This is a point in time of open Alternative Response cases each month.
New slides as of April 2016.



Only includes families that receive AR that were opened, then closed.
Excludes families that were receiving AR that changed tracks to TR.
Start date = Date of Intake. End date = AR Close Date
Cumulative Oct. 1, 2014 through Sept. 30, 2016.

Families Receiving Alternative Response Services

Strengths/Opportunities:

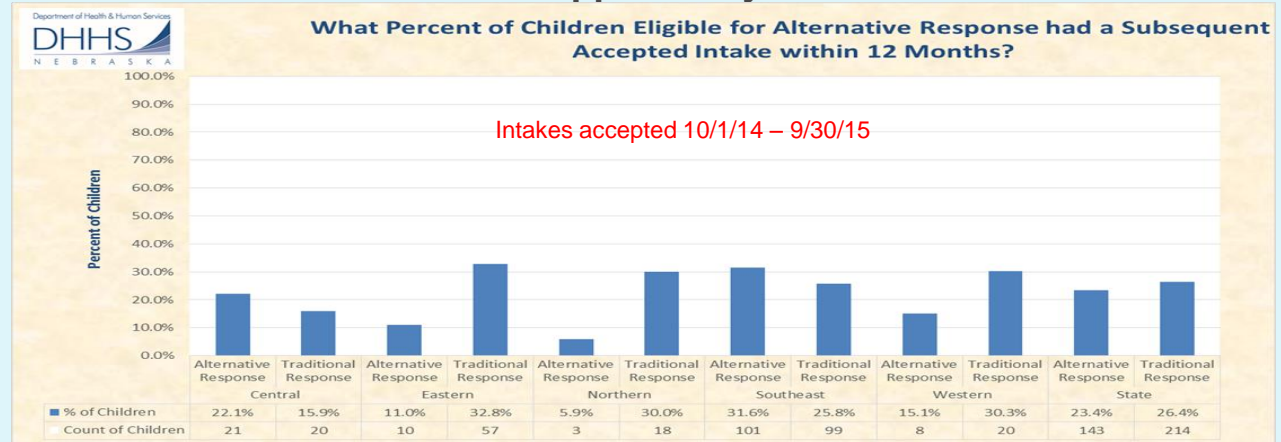
Barriers:

Action Items:

CQI Team Priority:

Data Review Frequency: Monthly

OUTCOME STATEMENT: Children and Families Will Have Timely Access to the Services and Support They Need



Federal Measure required for Title IV-E Waiver Demonstration Project

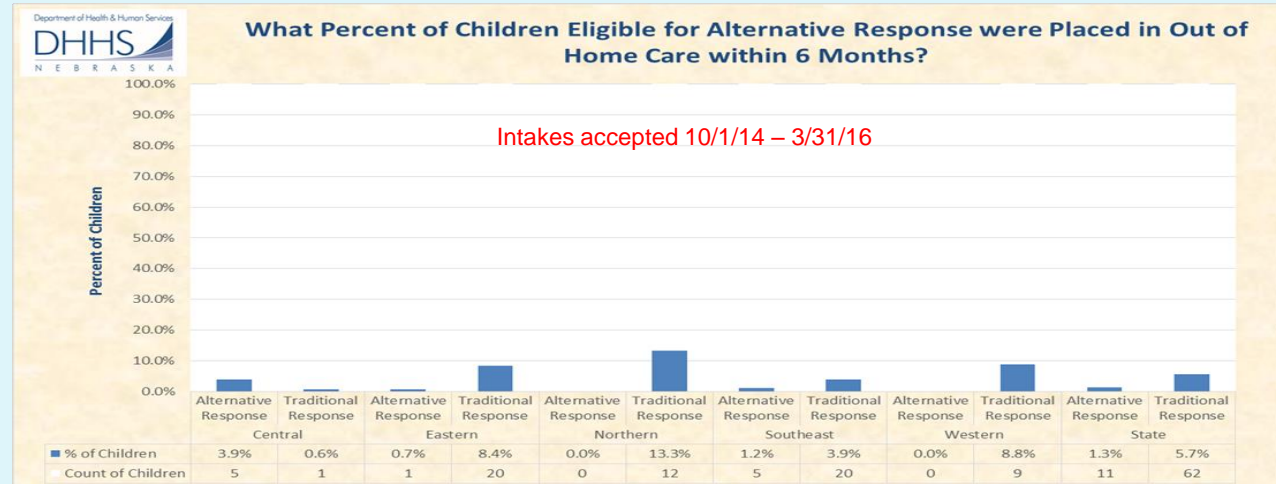
Families that Change Track are Included in Traditional Investigation

Includes only children in AR Eligible Intakes where at least 12 months have passed since the AR Eligible Intake was received

Accepted Intake = Hotline Screened in and Intake Investigated by Initial Assessment Worker

Child(ren) that have a subsequent event after their case closes are included in the track they were in at the time of case closing

Effective April 2016, the calculation of this measure changed.



Federal measure required for Title IV-E Waiver Demonstration Project (cases may be open or closed)

Includes only families in AR Eligible Intakes where at least 6 months have passed since the AR Eligible Intake was received ([Intakes accepted 10/1/14-3/31/16](#))

Out of Home Placement = Child(ren) removed from parent(s)

Child(ren) that have a subsequent event after their case closes are included in the track they were in at the time of case closing

Children placed out of home within 6 months from the date the first Intake was accepted for assessment.

Effective April 2016, the calculation of this measure changed.

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CHAPTER 2: SAFETY

OUTCOME STATEMENT: CHILDREN INVOLVED IN THE CHILD PROTECTION SYSTEM ARE SAFE

Goal Statement: CFS will have a timely response to reports of child abuse and neglect reports and conduct quality safety and risk assessments.

Intake Calls/Responses

Strengths/Opportunities:

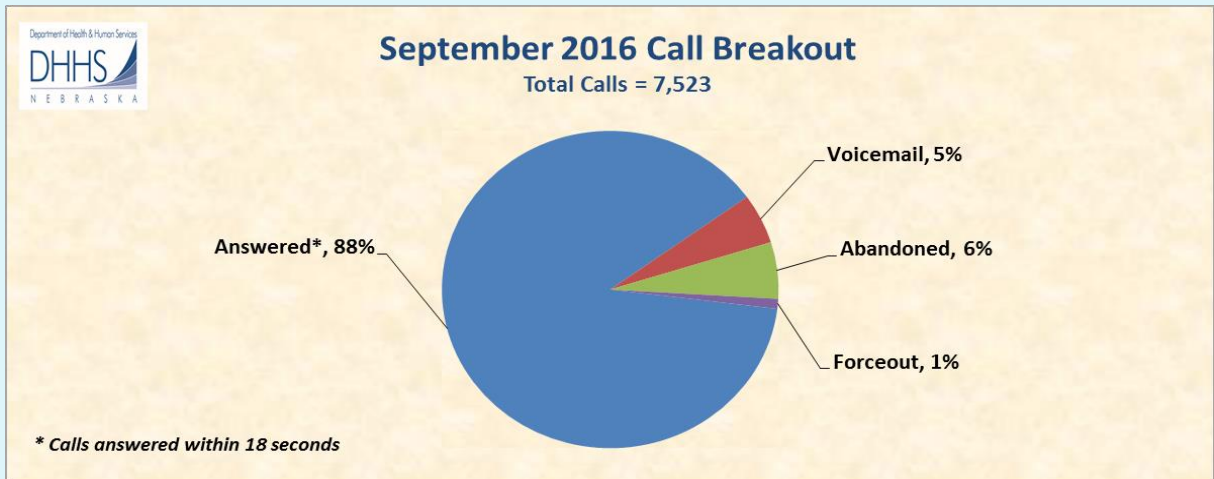
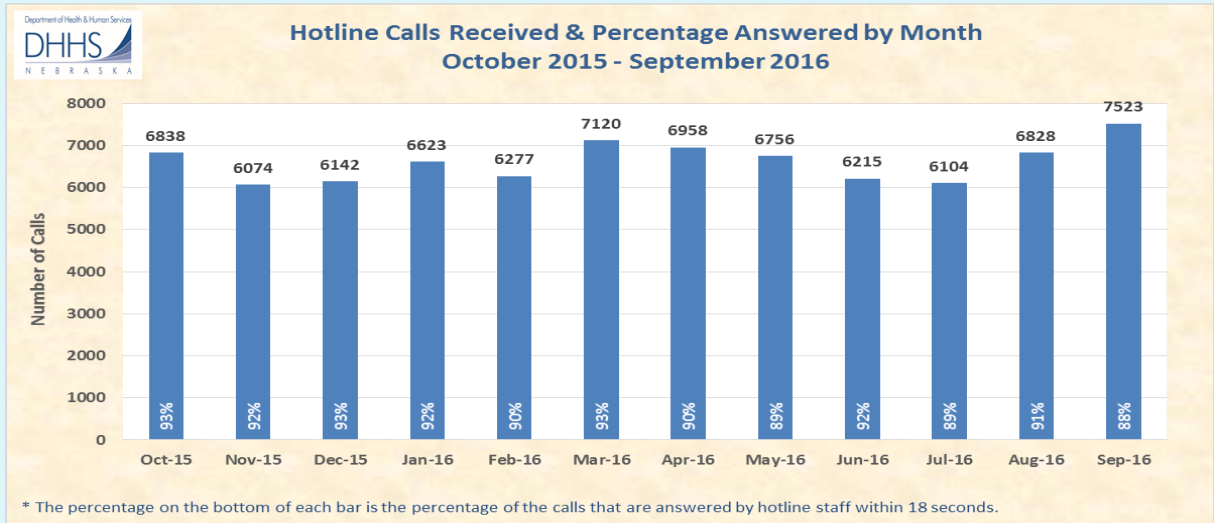
July 2016: 89% of all calls to the hotline were answered within 18 seconds. 6% of the calls went to voicemail and were returned within 1 hour.

Barriers:

Action Items:

Data Review Frequency: Monthly

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



Definitions:

* Abandoned-call comes in and is not answered due to something in the ACD system which caused a reason for a disconnect or caller hung up.

* Forceout-call comes in and call was sent to worker and worker did not answer –(maybe due to...forgot to log off while faxing)

* Voicemail-calls unanswered that go to voicemail. The goal is to return the call within 1 hour. Case Aides track when the message came in and when the call is returned.

Intake Quality Measures

Strengths/Opportunities:

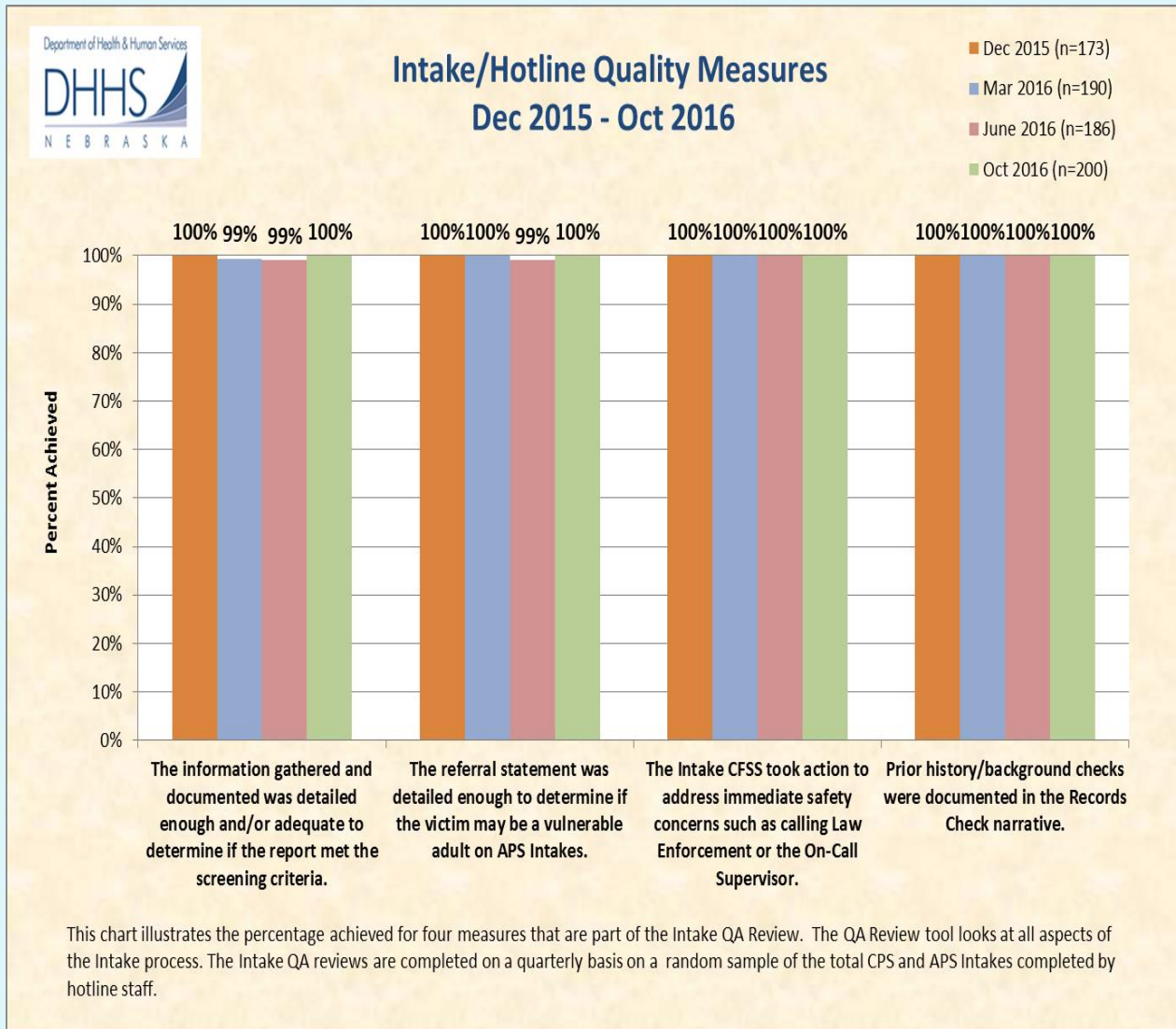
June 2016: 99%-100% achievement in all 4 measures.

Barriers:

Action Items:

* Hotline Phone Call Observation QA Reviews were implemented in August 2015. Data is available in a separate report.

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



CPS Intakes Accepted

Strengths/Opportunities:

*Eastern, Southeast, and Northern Service Areas saw an increase in CPS Intakes accepted from January through September 2016 compared to the same timeframe in 2015.

*ESA saw the most increase between 2015 and 2016 (4.6%)

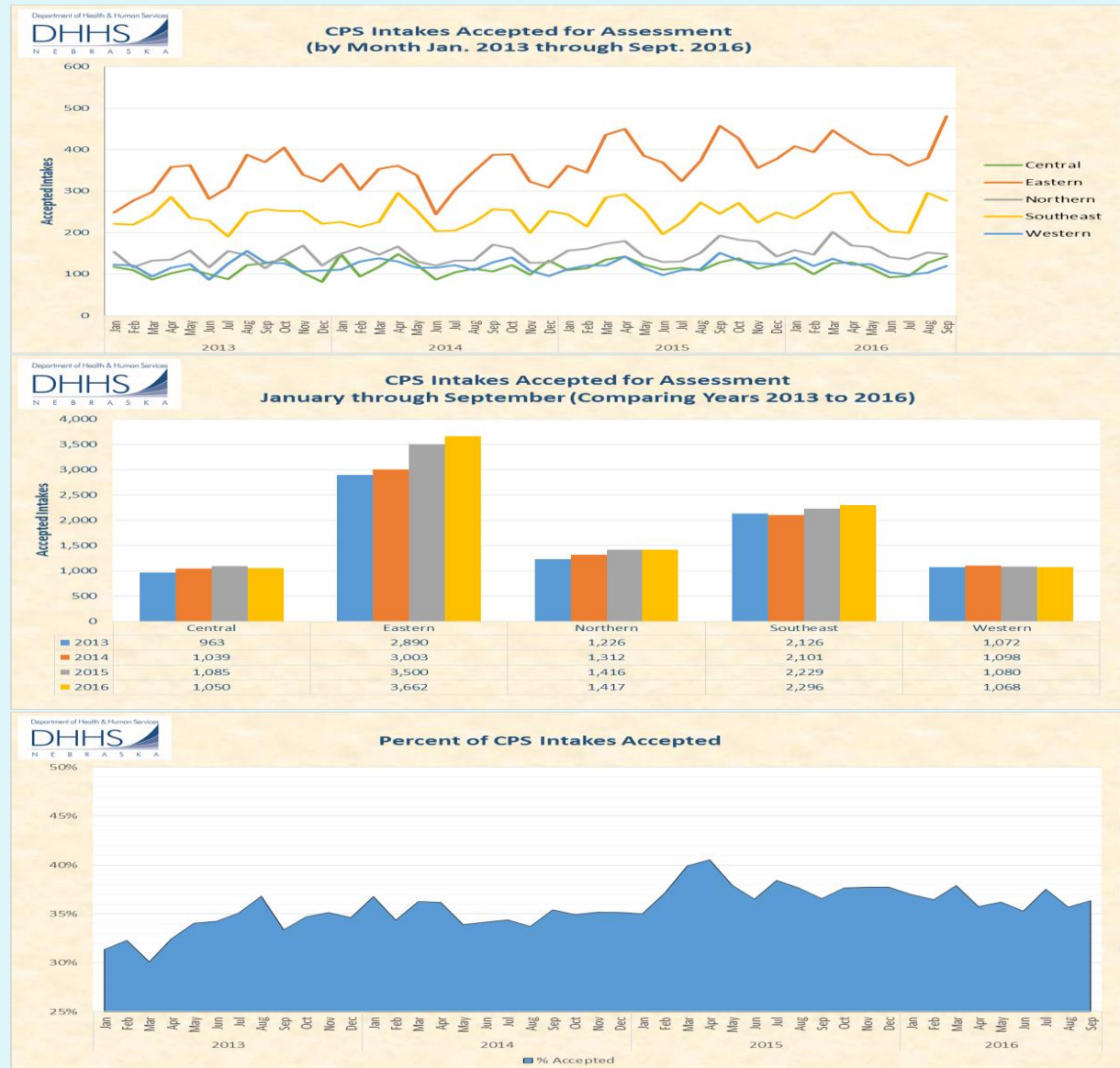
Note: This data does not include Law Enforcement Only Intakes.

Barriers:

Action Items:

Data Review Frequency: Quarterly

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



Recurrence of Maltreatment

Strengths/Opportunities:

Round 2: State and all service areas are meeting the target goal.

Round 3: State and all service areas are meeting the target goal.

Barriers:

Action Items:

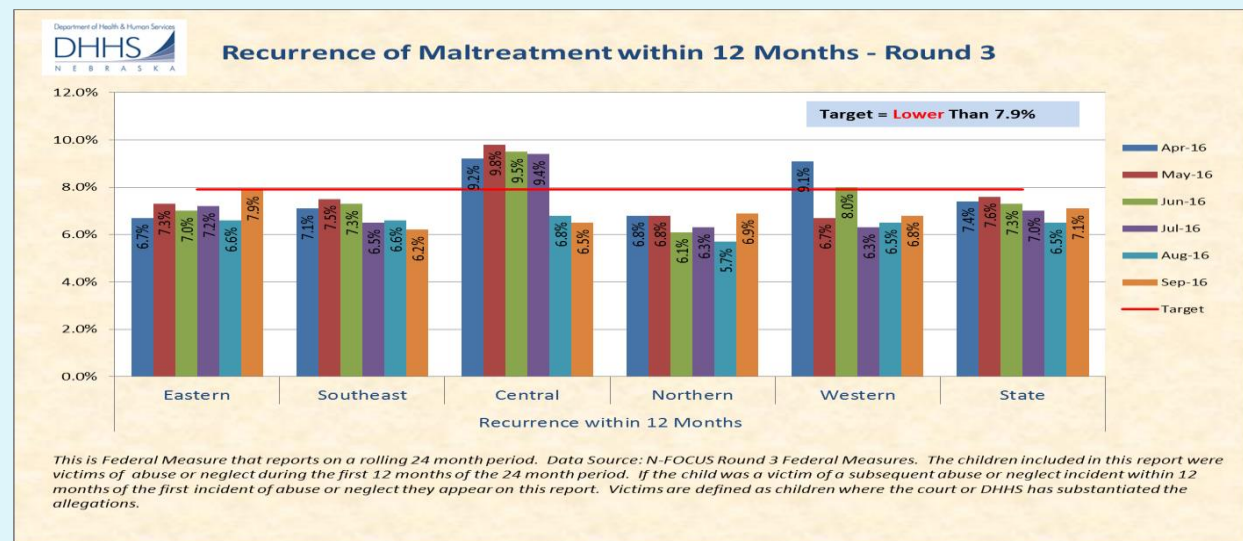
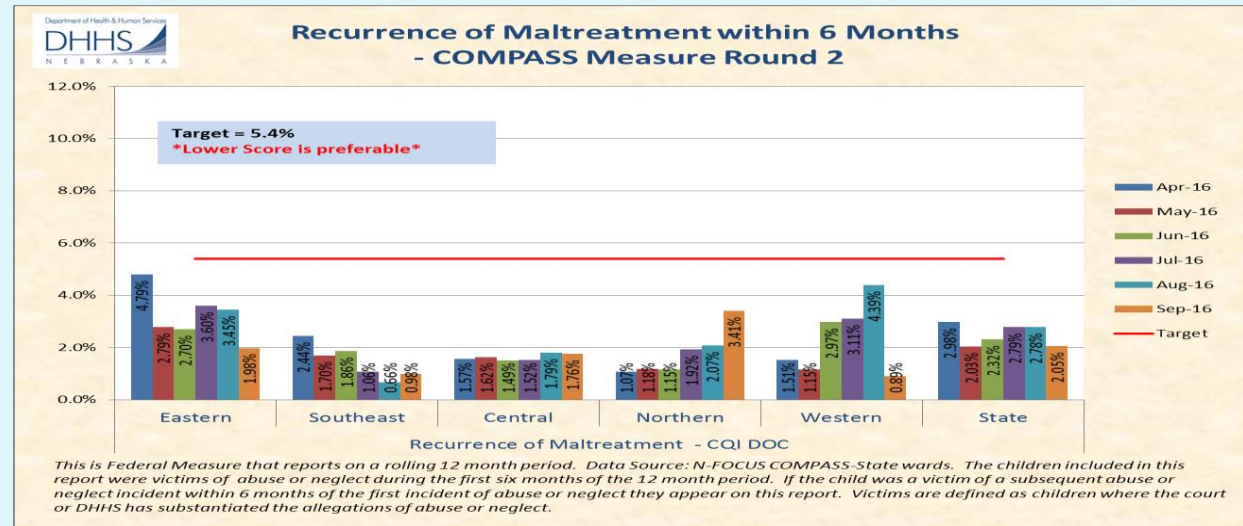
CQI Team Priority:

*Statewide External Stakeholder Team

*Western and Southeast Service Areas

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



Data Review Frequency: Quarterly (March, June, September, December)



IA – Investigation Timeframes

Strengths/Opportunities:

Oct 2016: CSA has the lowest number of IA's not finalized while Tribal has the highest number.

On 10/18/16 there were 1,929 Initial Assessments that were not finalized for the entire State for this same period. 32% of those belong to the Tribes.

Barriers:

- ESA & NSA: Staff Vacancies
- Tribes: Time to document assessments and increase knowledge and ability to document SDM Assessments on N-FOCUS.

Action Items:

CQI Team Priority:

- Western Service Area

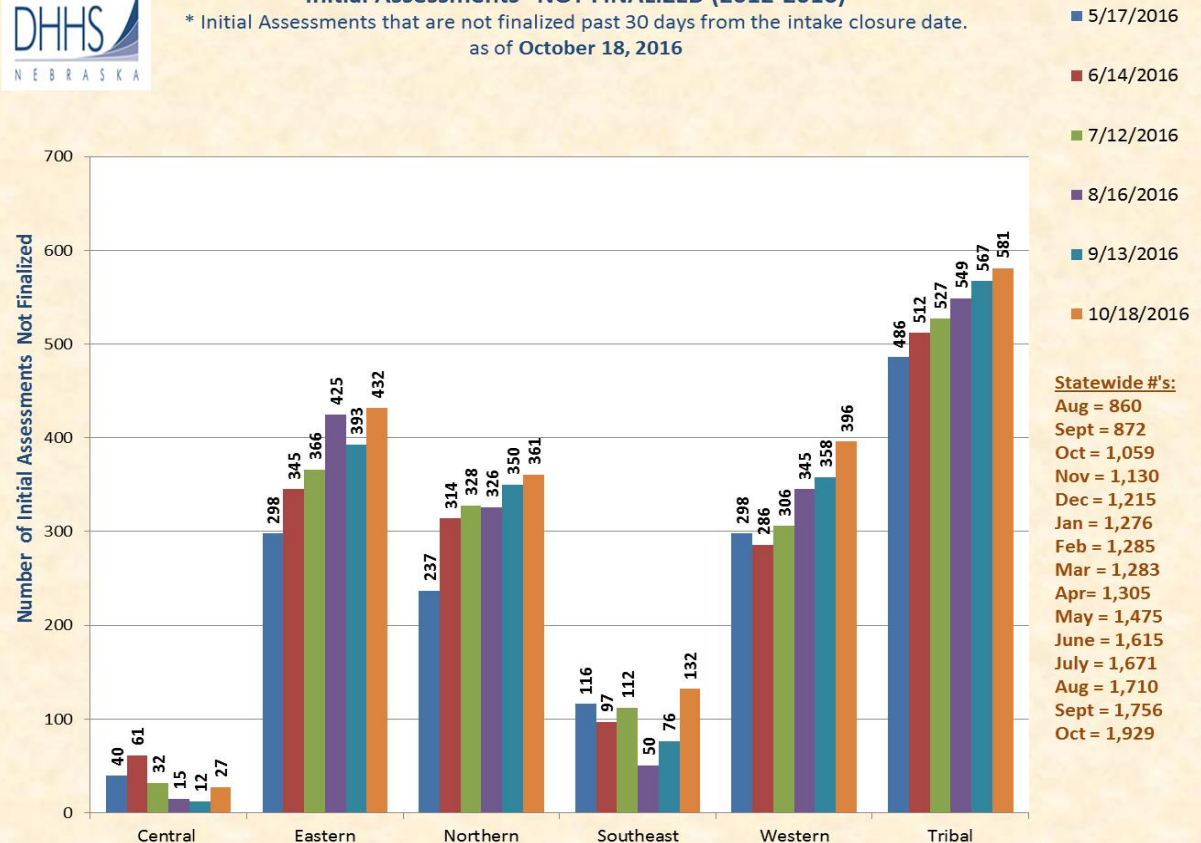
*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



Initial Assessments - NOT FINALIZED (2012-2016)

* Initial Assessments that are not finalized past 30 days from the intake closure date.
as of **October 18, 2016**



Statewide #'s:

Aug = 860
Sept = 872
Oct = 1,059
Nov = 1,130
Dec = 1,215
Jan = 1,276
Feb = 1,285
Mar = 1,283
Apr = 1,305
May = 1,475
June = 1,615
July = 1,671
Aug = 1,710
Sept = 1,756
Oct = 1,929

*This chart illustrates cases that are not finalized due to one or more of the following reasons:
Safety assessment not tied to the intake, Risk assessment is not in final status, and/or Finding has not been entered.*



Data is part of CFSR Item #4 (Risk and Safety Management).

Data Review Frequency: Monthly



IA – Contact Timeframes

Strengths/Opportunities:

Sept 2016: There was an increase in P2 and P3 contact timeliness. The most common reason for missed contacts is contact made late.

Barriers:

Action Items:

- Program guidance and clarification will sent to the field to address the requirement to contact ALL child victims within the required timeframe per designated intake response priority.

CQI Team Priority:

- Western Service Area

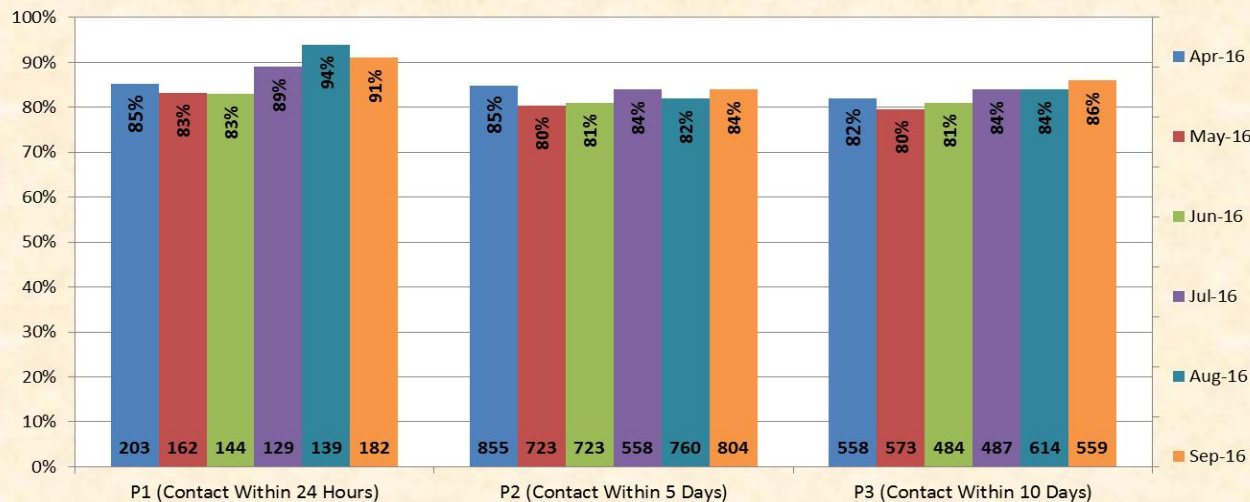
*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



Initial Assessment - Contacts made according to Priority Timeframes Statewide

**Data excludes Refusals, Unable to Locate, and Law Enforcement Holds*



NOTE: The denominator for this measure was changed in March 2016 to include ALL child victims listed on the intake.

Reason for Missed Contacts	
Assessment Documented after Report Run Date	2
Assessment not Completed	33
Contact made before Intake received	2
Incorrect ARP numbers	5
Contact made late	42
Not all victims were included in SDM assessment	6
Contact not made with all victims/children	28
Contact not made	15
Entered after run date	2
Contact Exception entered after report run date	2
Rescreened to DNMD after report run date	1
Unable to Locate 1 victim - no exception documented	1
Total	139

Count Missed by Admin	
Omaha-Spears	8
Santee-Thomas	1
Winnebago-Painter	3
SESA-Jelinek	2
SESA-Runge	1
SESA-Bro	35
ESA-Baker	25
ESA-Pitt	32
ESA-Potterf	4
CSA-Zimmerman	7
WSA-Batt	1
NSA-Ullrich	6
WSA-Brooks	14
Total	139

Note: Intakes accepted for APSS or OH investigations were included in this measure for the first time in November 2013.



Data is part of CFSR Item #1 (Timeliness of Initiating Investigations)

Data Review Frequency: Monthly



IA – Contact Timeframes

Strengths/Opportunities:

Sept 2016: NSA achieved 100% for P1 this month.

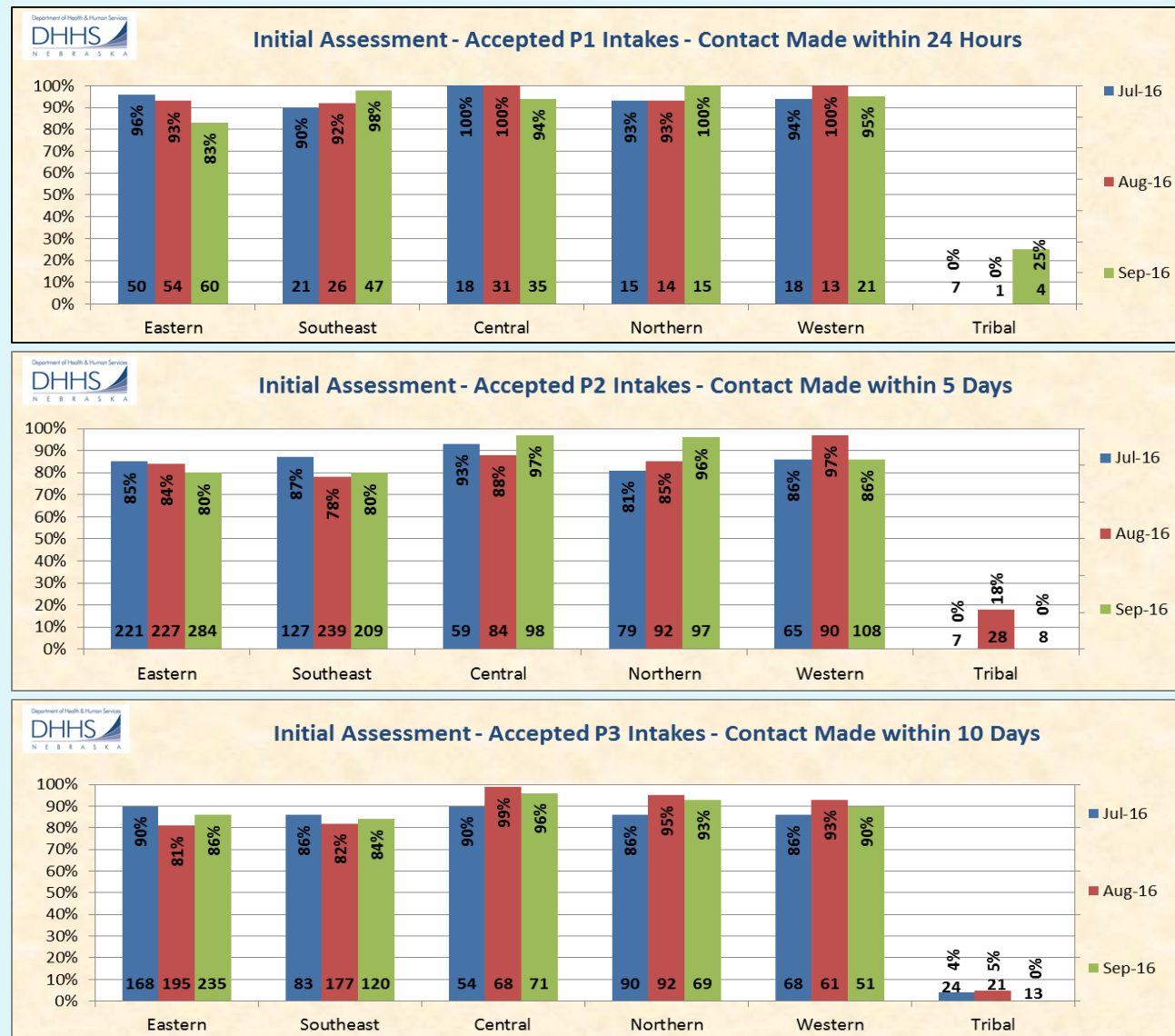
Barriers:

Action Items:

Note: The denominator for this measure was changed in March 2016 to include all child victims listed on the intake.

Data Review Frequency: Monthly

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



Data is part of CFSR Item #1 (Timeliness of Initiating Investigations)



Services to Family to Protect Children – CFSR Item 2

Strengths/Opportunities:

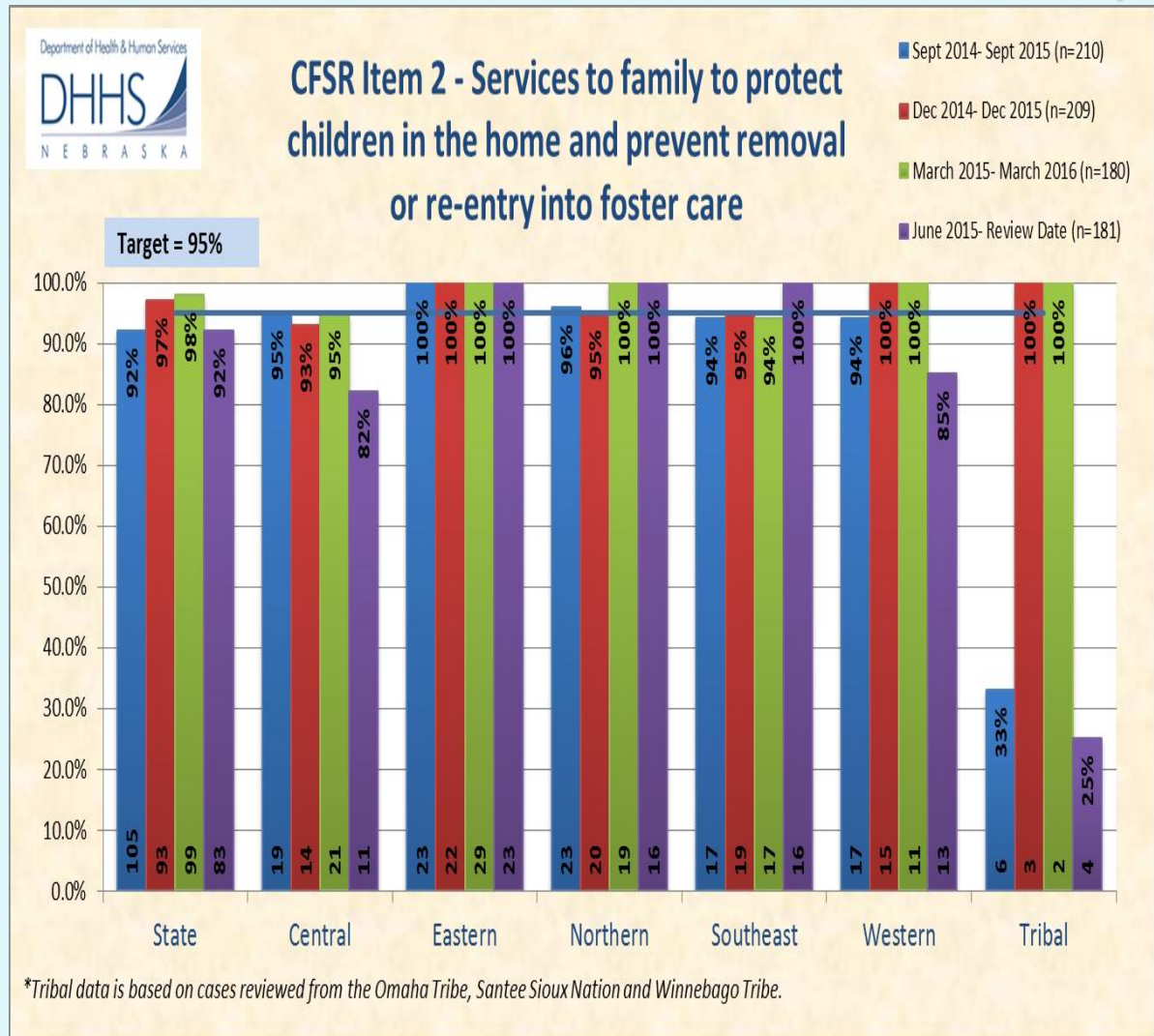
- Good documentation of efforts to maintain the children in the home.

Barriers:

Action Items:

CQI Team Priority:

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



Maltreatment in Foster Care

Strengths/Opportunities:

Round 2: The State and all Service Areas are meeting this measure.

Round 3: The State and all Service Areas are meeting this measure.

August 2016 Data: There are currently 11 youth that were investigated for maltreatment while in foster care and the finding has been court pending for > 8 & < 12 months. These are the youth that could be excluded from the report if the court case is not finalized.

9 – ESA

1 – WSA

1 – NSA

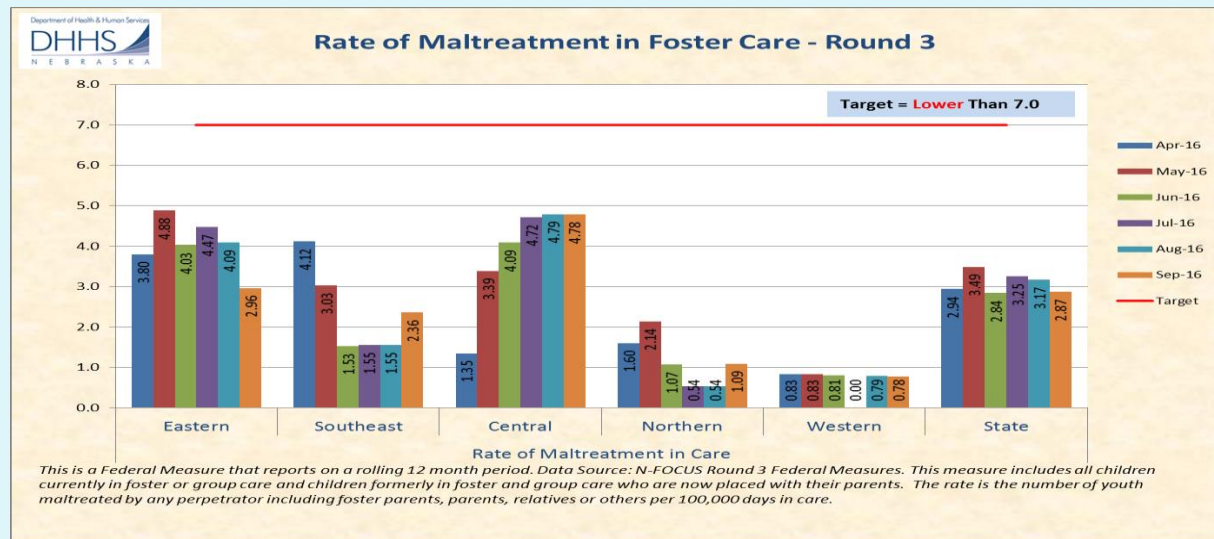
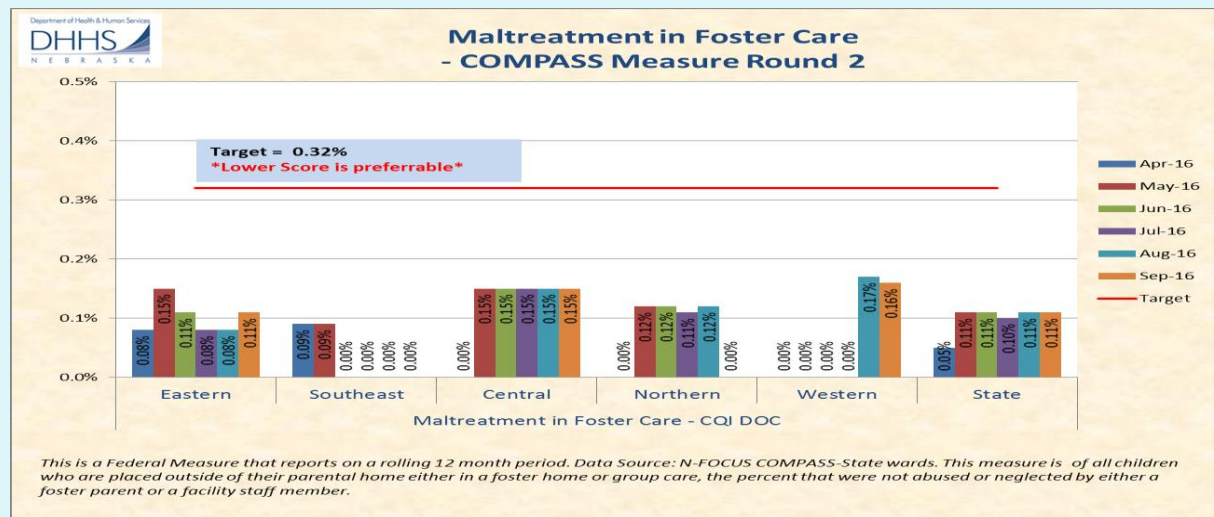
Barriers:

Action Items:

CQI Team Priority:

*Statewide External Stakeholder Team

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



Data Review Frequency: Quarterly (March, June, September, December)



APSS Data

Strengths/Opportunities:

Jan 2015-Sept 2016: An APSS was completed on 97.2% of the accepted intakes requiring an APSS.

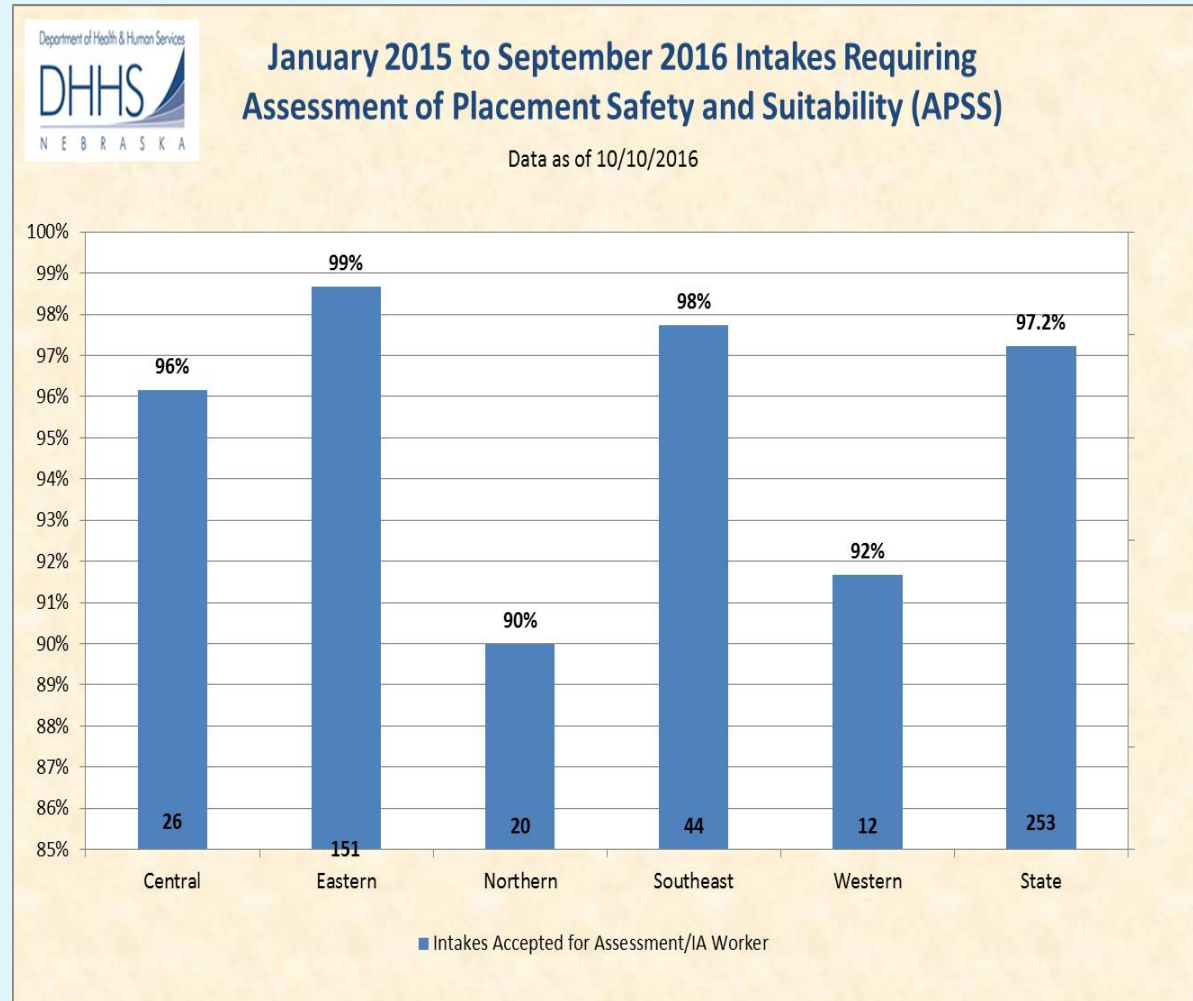
Barriers:

Action Items:

**** Lindy B and Sherri H met with the CRC and will be sending out updated SDM procedures in the near future. The new procedures will reflect a different expectation for the Intakes Not Accepted for Ongoing Assessments.**

Data Review Frequency: Monthly

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



The SDM Assessment of Placement Safety and Suitability (APSS) is a tool that is used to assess safety and care concerns for children placed in approved and licensed foster homes. When the intake on the foster home is accepted, the APSS is completed by an IA CFS Specialist, when it is not accepted (e.g. does not meet definition), it is completed by the ongoing CFS Specialist (in ESA, the FPS). *Assessments do not need to be in final status.*



Data is part of CFSR Item #4 (Risk and Safety Management).



APSS Data

Strengths/Opportunities:

Sept 2016: There were 427 APSS finalized statewide. 18% had a determination of conditionally suitable or unsuitable.

Barriers:

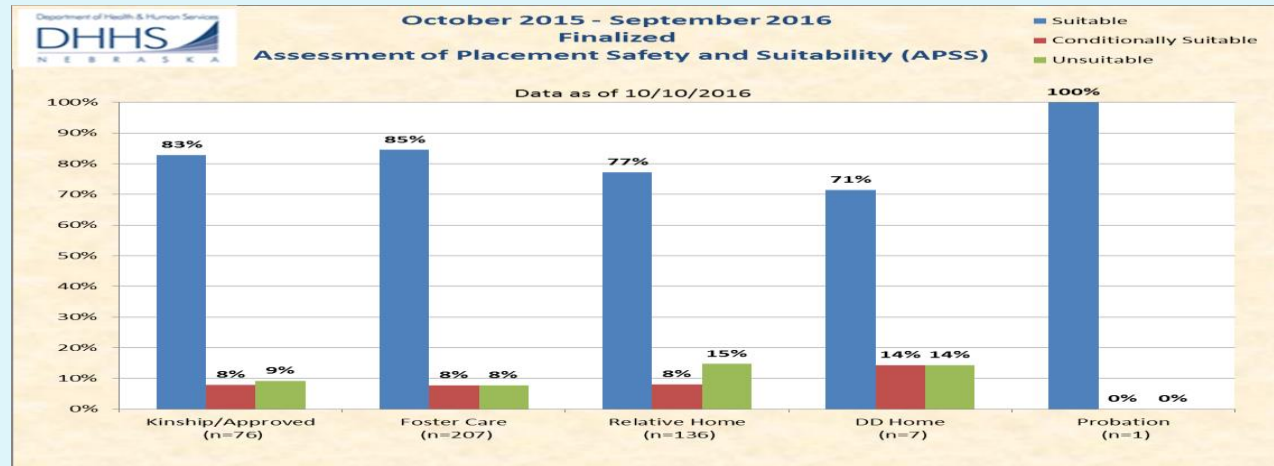
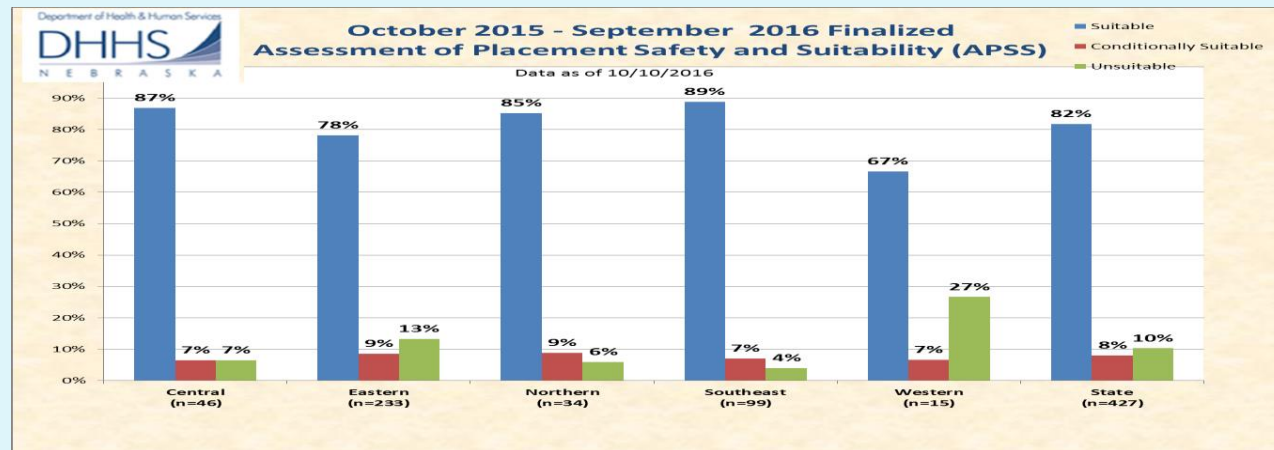
Action Items:

****Casey Smith and Stacy Scholten are working on draft recommendations for changes to APSS process.**

****Lindy B and Sherri H met with the CRC and will be sending out updated SDM procedures in the near future. The new procedures will reflect a different expectation for the Intakes Not Accepted for Ongoing Assessments.**

Data Review Frequency: Monthly

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



The SDM Assessment of Placement Safety and Suitability (APSS) is a tool that is used to assess safety and care concerns for children placed in approved and licensed foster homes. When the intake on the foster home is accepted, the APSS is completed by an IA CFS Specialist, when it is not accepted (e.g. does not meet definition), it is completed by the ongoing CFS Specialist (in ESA, the FPS).

Definitions:

Suitable – Based on the information available (at this time), there are no child concerns in this placement.

Conditionally Suitable – Based on interventions, the child will remain in the household at this time. An intervention plan is required.

Unsuitable – Removal from the household is the only protective intervention possible for one or more children. Without removal, one or more children will likely be in danger of serious harm or in an unsuitable care arrangement



Data is part of CFSR Item #4 (Risk and Safety Management).



SDM Risk Re & Reunification Assessments

Strengths/Opportunities:

# of All Youth with No Finalized Risk-Re or Reunification Assessments			
	Aug	Sept	Oct
State	108	109	92
CSA	4	4	8
ESA	24	29	8
NSA	36	32	25
SESA	18	20	18
WSA	26	24	33

Barriers:

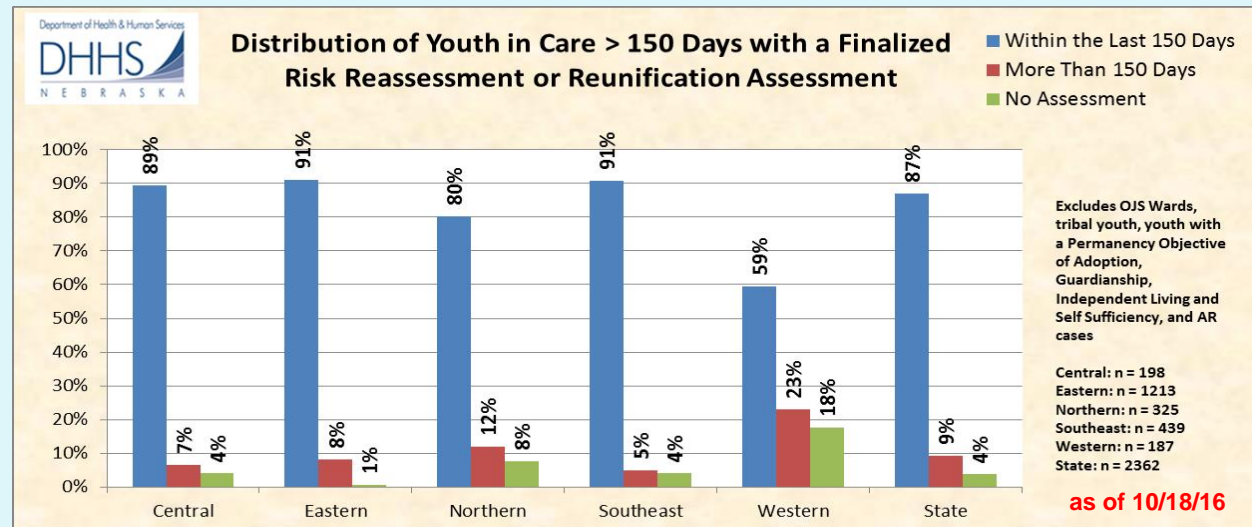
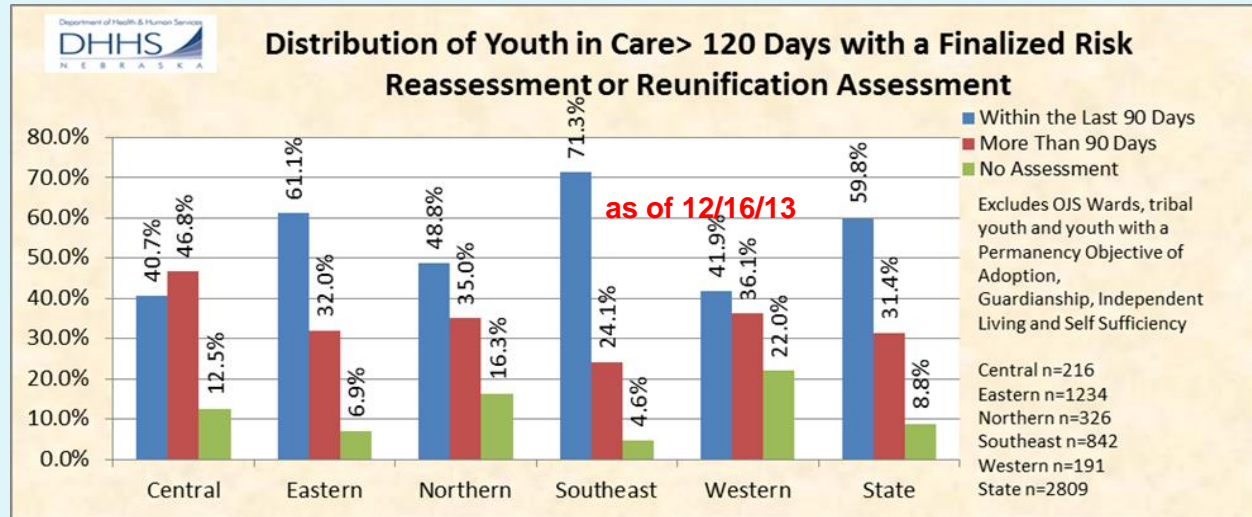
Action Items:

CQI Team Priority:

* Western Service Area

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



Note: Data excludes Alternative Response cases



Data is part of CFSR Item #4 (Risk and Safety Management).

Data Review Frequency: Monthly



SDM Family Strengths and Needs Assessment (FSNA)

Strengths/Opportunities:

# of ALL Youth with No Finalized FSNA			
	Aug	Sept	Oct
State	63	57	58
CSA	0	1	3
ESA	11	14	13
NSA	16	8	2
SESA	12	10	6
WSA	24	24	34

Barriers:

Action Items:

****Policy team provided additional direction for initial FSNA timeframes.**

The Safety Assessment and FSNA are the only two Ongoing SDM Assessments that apply to 3C Cases.

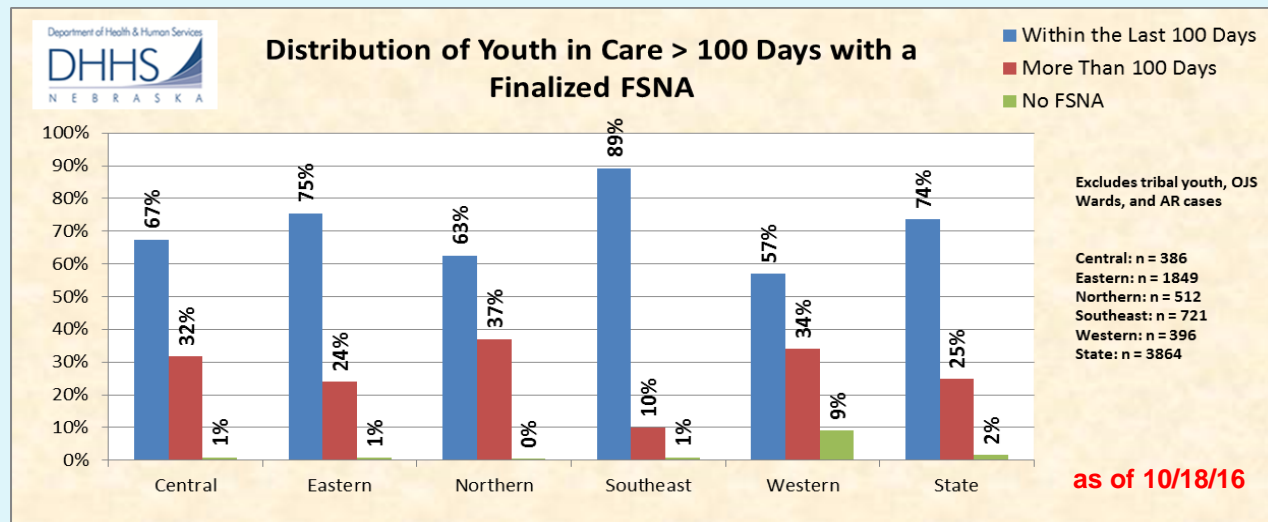
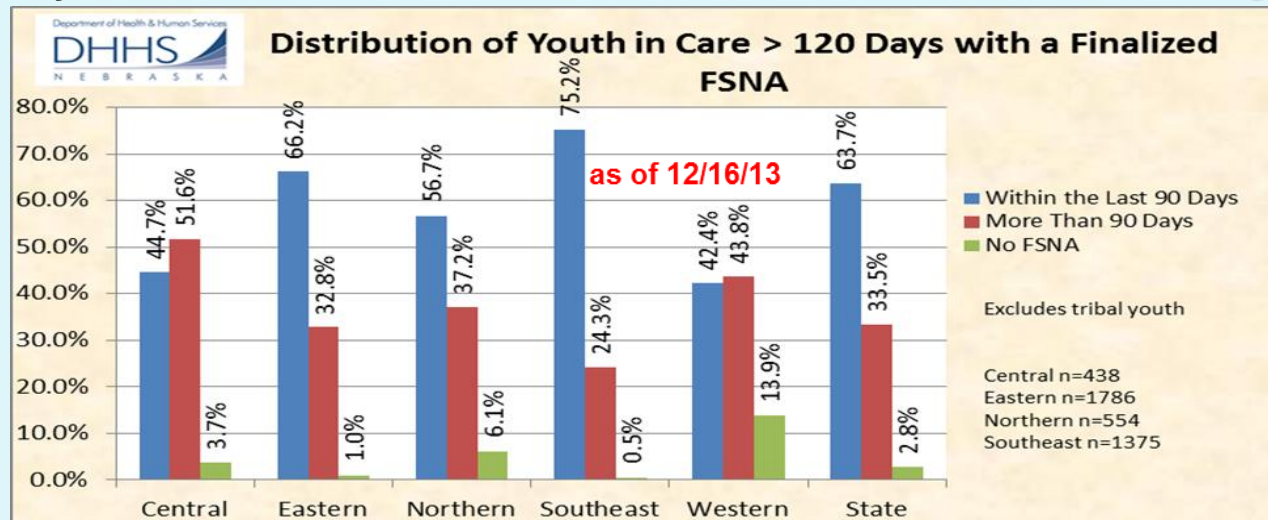
**** Lindy B and Sherri H met with the CRC and will be sending out updated SDM procedures in the near future.**

CQI Team Priority:

* Western Service Areas

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



Note: Data includes youth in ALL adjudication types



Data is part of CFSR Item #4 (Risk and Safety Management).

Data Review Frequency: Monthly

CHAPTER 3: PERMANENCY

**OUTCOME STATEMENT: CHILDREN WILL ACHIEVE
TIMELY PERMANENCY (Reunification, Guardianship,
Adoption and Independent Living)**

Goal Statement: Front End – Children will remain home whenever safely possible. Children in out-of-home care will achieve timely permanency

Youth Placed Out of State

Strengths/Opportunities:

Oct 2016: On Oct 10th, 2016 – there were 134 youth placed outside of Nebraska.

- 26% - 35 of these youth are placed in congregate care.
- 63% - 84 of these youth are placed in neighboring states (IA, KS, CO, MO and SD).

Total Number of Youth Out of State:

June 2015 = 148

July 2015 = 153

Aug 2015 = 144

Sept 2015 = 147

Nov 2015 = 123

Jan 2016 = 119

Feb 2016 = 112

Apr 2016 = 103

May 2016 = 101

July 2016 = 104

Aug 2016 = 109

Oct 2016 = 134

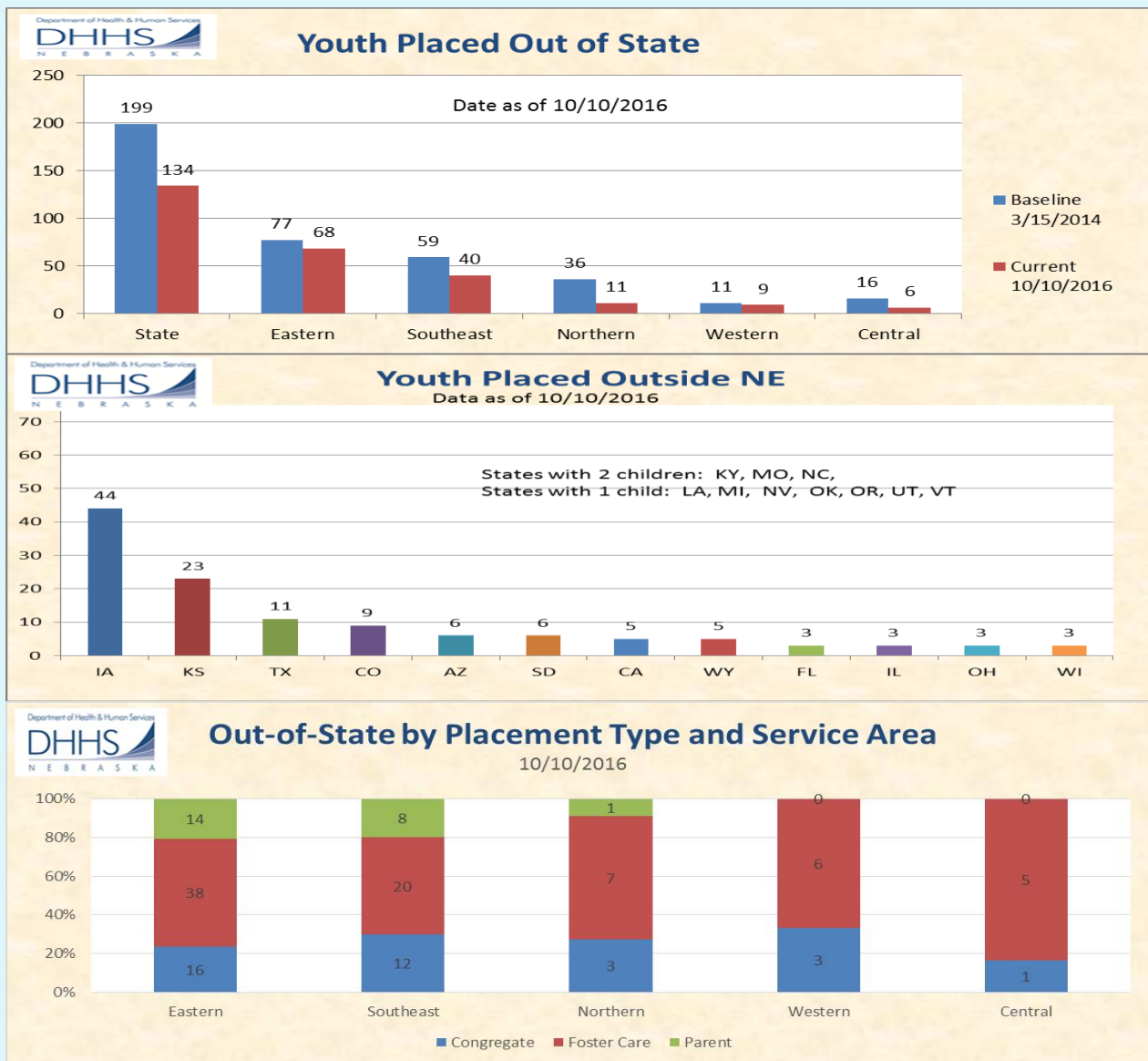
Barriers:

Action Items:

*Refer to Local Service Area or Tribal Action Plan Forms for detailed Action Items and Strategies for each Area/Tribe.

Data Review Frequency: Monthly

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



*Includes all youth and all placements out of Nebraska (parent/congregate/foster). Excluding Tribal Youth.

Youth Placed Out of State

Strengths/Opportunities:

Oct 2016:

- 69% or 24 out of 35 of the youth placed in congregate care are placed in the following neighboring states – IA, KS, CO, MO, and SD. At times, placement in these bordering states is in closer proximity to the youth's parents.
- 1 youth has been placed in congregate care for 2 or more years.
- 31% or 11 out of 35 of the youth in congregate care have been in out of state placement for over 180 days (6 months or more).

Barriers:

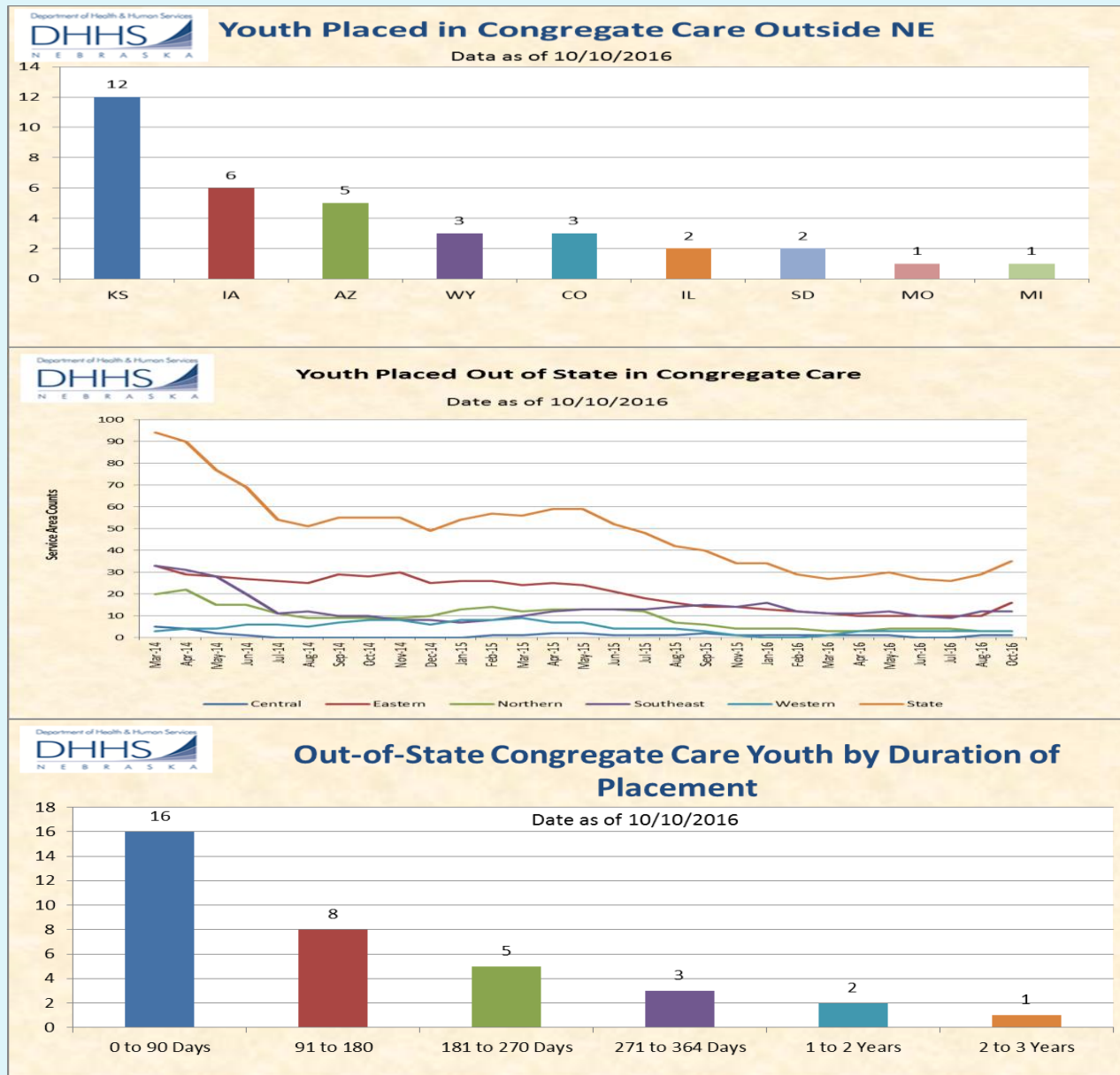
Action Items:

CQI Team Priority:

*Refer to Local Service Area or Tribal Action Plan Forms for detailed Action Items and Strategies for each Area/Tribe.

Data Review Frequency: Monthly

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



*Includes all youth and all placements out of Nebraska (parent/congregate/foster). Excluding Tribal Youth.

Item 21: Permanency Hearings

Analysis:

- Permanency hearings are occurring as expected for 85% of the children who have been in care 12 or more months.
- Data Limitations:** Permanency Hearing information is unknown for approximately 7-9% of the children due to lack of information entered on N-FOCUS or in the JUSTICE system.

Stakeholder Input: Who? What?
When? Where?:

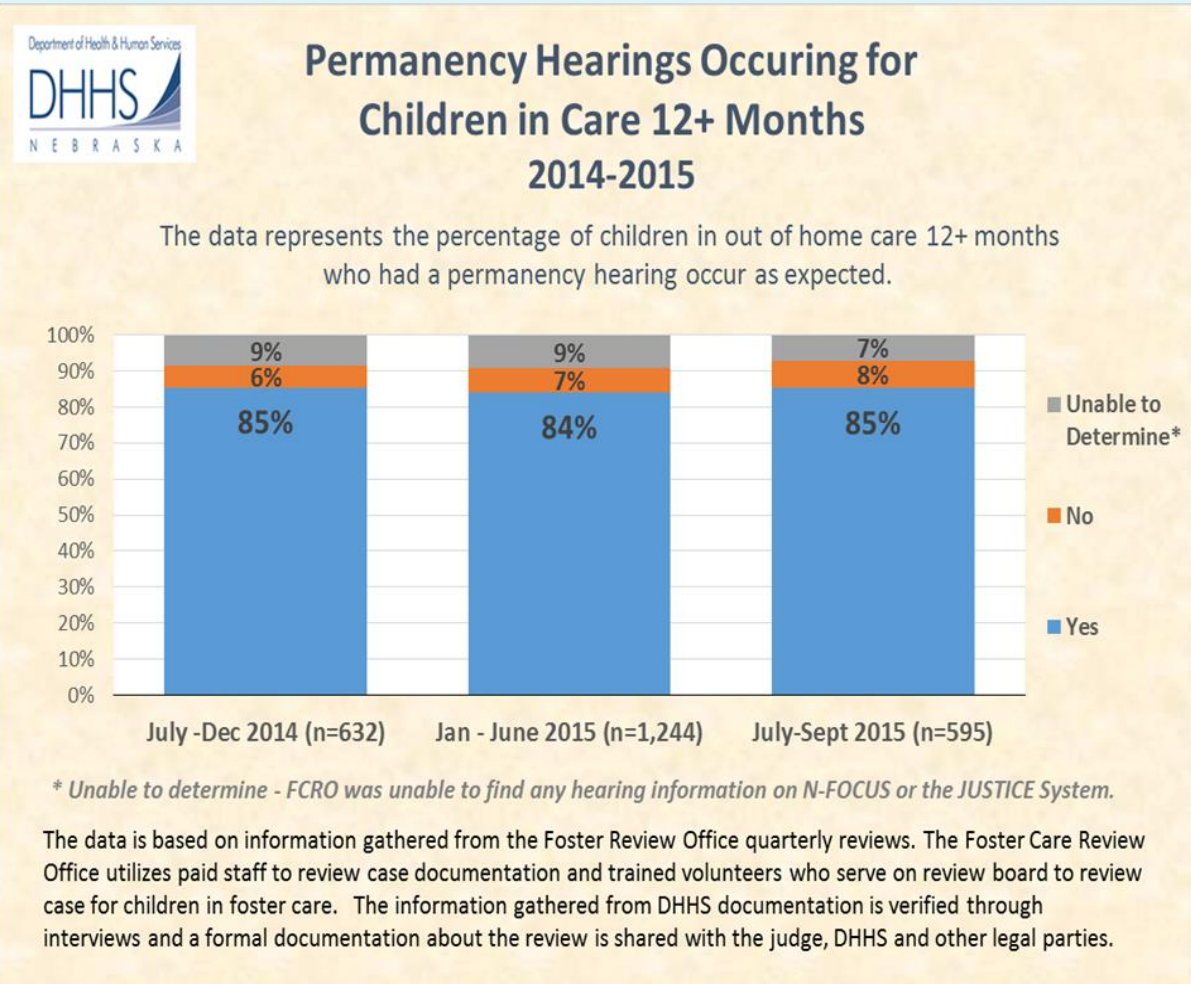
Next Steps / Who's Responsible:

Need to work with FCRO to address data limitation and obtain correct information for the cases with no permanency hearing information in N-FOCUS or JUSTICE.

Data Review Frequency: January and July

OUTCOME STATEMENT: Children Will Achieve Timely Permanency**Chapter 1: B. Systemic Factor Case Review System**

How do we know the case review system is functioning statewide to ensure that, for each child, a **permanency hearing** in a qualified court or administrative body occurs no later than 12 months from the date the child entered foster care and no less frequently than every 12 months thereafter?



Data for Systemic Factor #22 (Permanency Hearings). Data added to CQI document on 8/2014

Systemic Factor Item 21: Periodic Reviews (Court Reviews:6 Months)

Analysis:

* Court reviews are occurring every 6 months for 98% or more of the children who are in out of home care.

Stakeholder Input: Who? What? When? Where?:

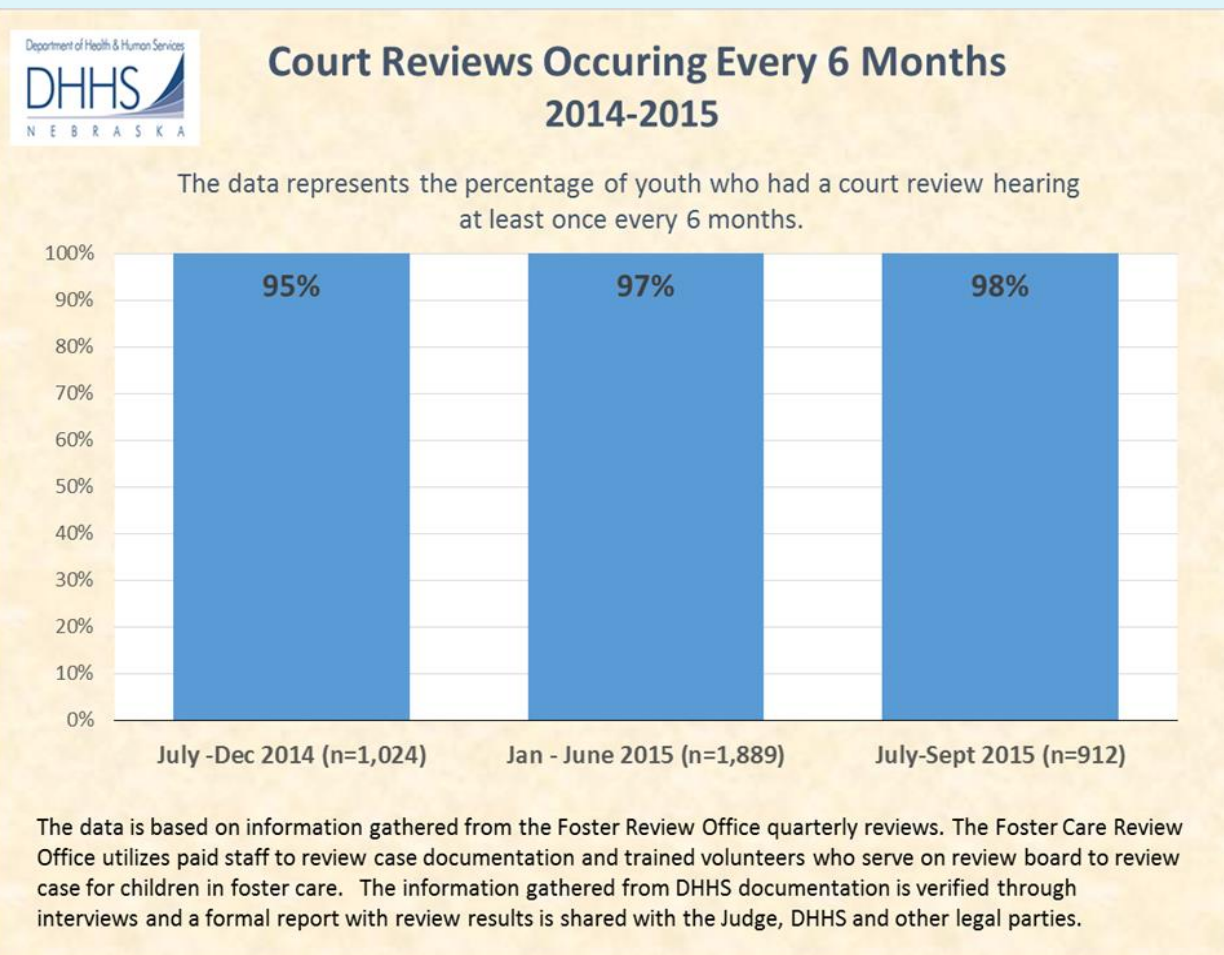
Next Steps / Who's Responsible:

Data Review Frequency: January and July

OUTCOME STATEMENT: Children Will Achieve Timely Permanency

Chapter 1: B. Systemic Factor Case Review System

How do we know the case review system is functioning statewide to ensure that a **periodic review** for each child occurs no less frequently than once every 6 months, either by a **court** or by administrative review?



Data for Systemic Factor #21 (Periodic Reviews). Data added to CQI document on 8/2014

Systemic Factor Item 24: Notice of Hearings and Reviews to Caregivers

Strengths/Opportunities:

- **69%** of foster parents indicated that they often or always received notices for court review hearings regarding their foster child(ren).
- **66%** of foster parents indicated that they often or always participated in the court review hearings regarding their foster child(ren).

Barriers:

Action Items:

CQI Team Priority:

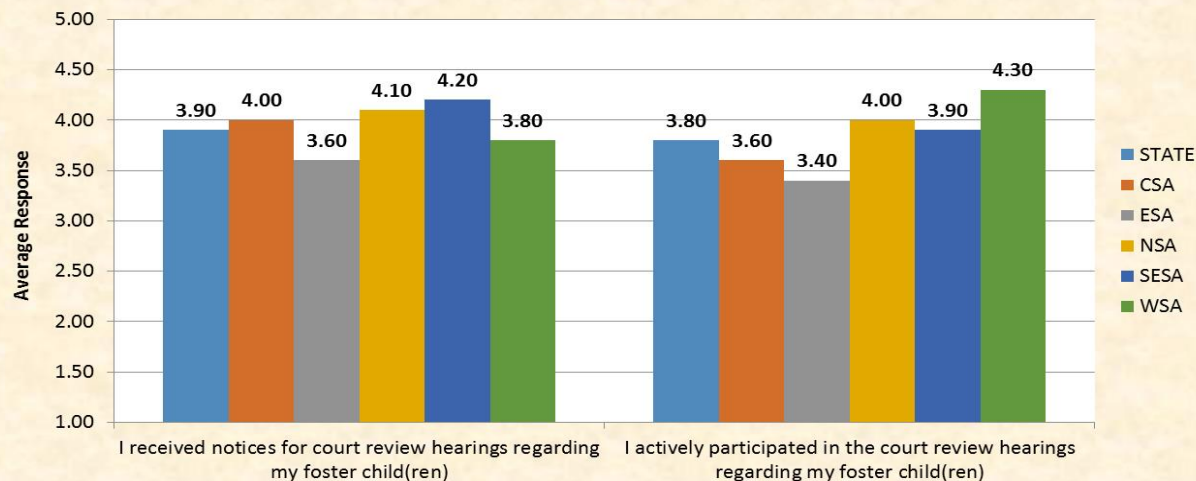
Data Review Frequency: Monthly

OUTCOME STATEMENT: Children Will Achieve Timely Permanency

Notice of Hearings and Reviews to Caregivers

2016 Foster Parent Satisfaction Survey Results

n = 352



Response Scale: 1(Never), 2(Rarely), 3(Sometimes); 4(Often); 5(Always)

Survey Questions

I received notices for court review hearings regarding my foster child(ren)

Response	State	CSA	ESA	NSA	SESA	WSA
Never	52	4	27	4	12	5
Rarely	14	0	5	2	5	2
Sometimes	36	7	17	3	5	4
Often	45	1	20	7	14	3
Always	181	18	54	22	70	17
Not Applicable	20	3	9	2	6	0
Don't Know	3	0	3	0	0	0
Refused	1	0	1	0	0	0
Total	352	33	136	40	112	31

I actively participated in the court review hearings regarding my foster child(ren)

Response	State	CSA	ESA	NSA	SESA	WSA
Never	69	5	34	6	20	4
Rarely	9	1	5	0	3	0
Sometimes	32	6	15	4	5	2
Often	35	3	10	5	15	2
Always	178	13	59	23	61	22
Not Applicable	26	5	12	2	7	0
Don't Know	2	0	0	0	1	1
Refused	1	0	1	0	0	0
Total	352	33	136	40	112	31

 Data for Systemic Factor #24 (Notice of Hearings and Reviews to Caregivers).

Systemic Factor Item 23: Termination of parental rights (TPR)

Analysis:

Oct 2016:

- 61.6% of the mother's with their rights in tact had no TPR hearing or exceptions documented on N-FOCUS.
- 61.9% of the father's with their right in tact had not TPR hearing or exceptions documented on N-FOCUS.

Barrier: At this time is difficult to determine if TPR is being filed with the court in a timely manner. There is minimal information listed in the N-FOCUS field that we would use to determine timeliness to filing (TPR Filed by County Attorney or Guardian Ad Litem).

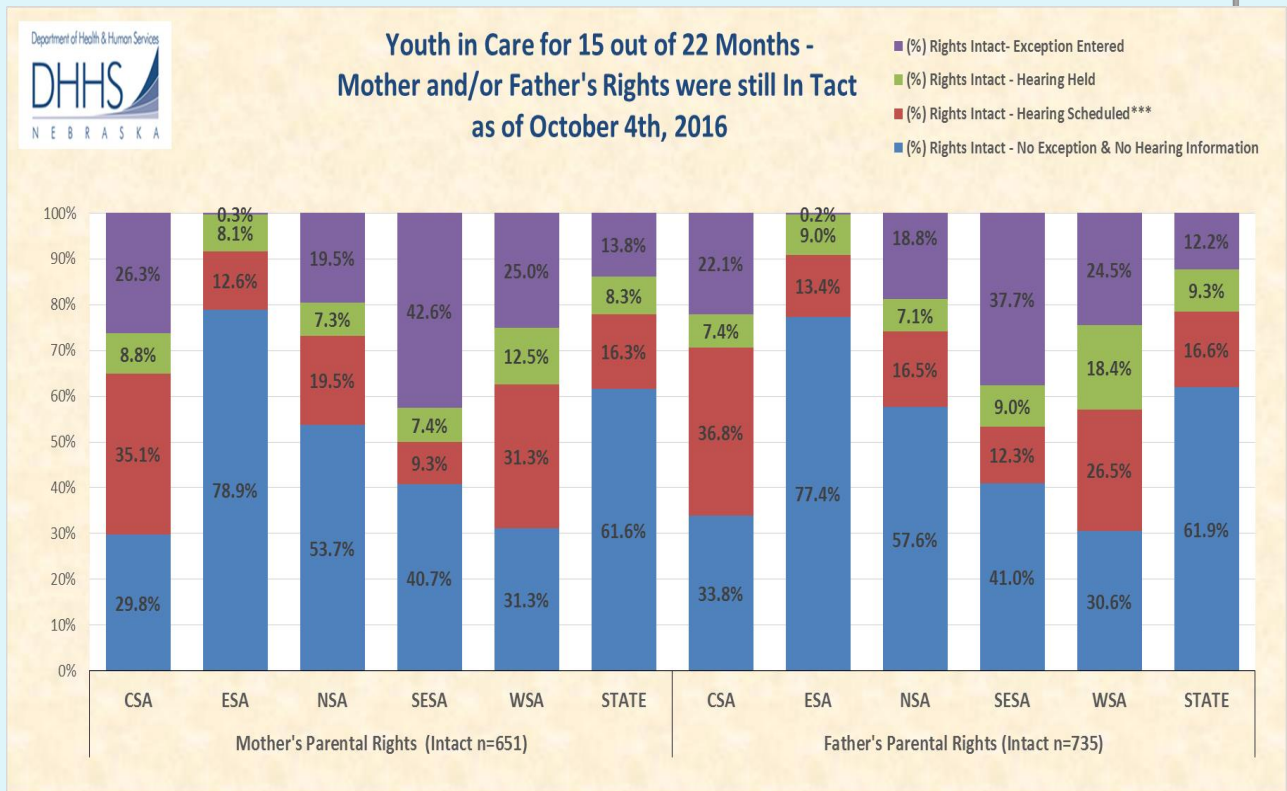
Stakeholder Input: Who? What? When? Where?:

Next Steps / Who's Responsible:

***Need to work with CFS Staff to verify accuracy of information in the TPR Exceptions and TPR hearing fields on N-FOCUS.**

Data Review Frequency: Monthly

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



*** Over 55% of the scheduled hearing dates were dates prior to Oct 4th, 2016 and no hearing held dates were entered.

	Mother's Parental Rights (Intact n=651)						Father's Parental Rights (Intact n=735)					
	CSA	ESA	NSA	SESA	WSA	STATE	CSA	ESA	NSA	SESA	WSA	STATE
(%) Rights Intact - No Exception & No Hearing Information	29.8%	78.9%	53.7%	40.7%	31.3%	61.6%	33.8%	77.4%	57.6%	41.0%	30.6%	61.9%
(%) Rights Intact - Hearing Scheduled***	35.1%	12.6%	19.5%	9.3%	31.3%	16.3%	36.8%	13.4%	16.5%	12.3%	26.5%	16.6%
(%) Rights Intact - Hearing Held	8.8%	8.1%	7.3%	7.4%	12.5%	8.3%	7.4%	9.0%	7.1%	9.0%	18.4%	9.3%
(%) Rights Intact - Exception Entered	26.3%	0.3%	19.5%	42.6%	25.0%	13.8%	22.1%	0.2%	18.8%	37.7%	24.5%	12.2%
(#) Rights Intact - No Exception & No Hearing Information	17	281	44	44	15	401	23	318	49	50	15	455
(#) Rights Intact - Hearing Scheduled***	20	45	16	10	15	106	25	55	14	15	13	122
(#) Rights Intact - Hearing Held	5	29	6	8	6	54	5	37	6	11	9	68
(#) Rights Intact - Exception Entered	15	1	16	46	12	90	15	1	16	46	12	90
Total Rights In Tact	57	356	82	108	48	651	68	411	85	122	49	735



Data for Systemic Factor #23 (Termination of Parental Rights). Data added to CQI document on date to be determined.

Placement Change Documentation w/in 72 hours

Strengths/Opportunities:

Sept 2016: Decrease in statewide performance (80.4%).

State performance was at 56% in May 2012.

Barriers:

Action Items:

CQI Team Priority:

*Northern Service Area

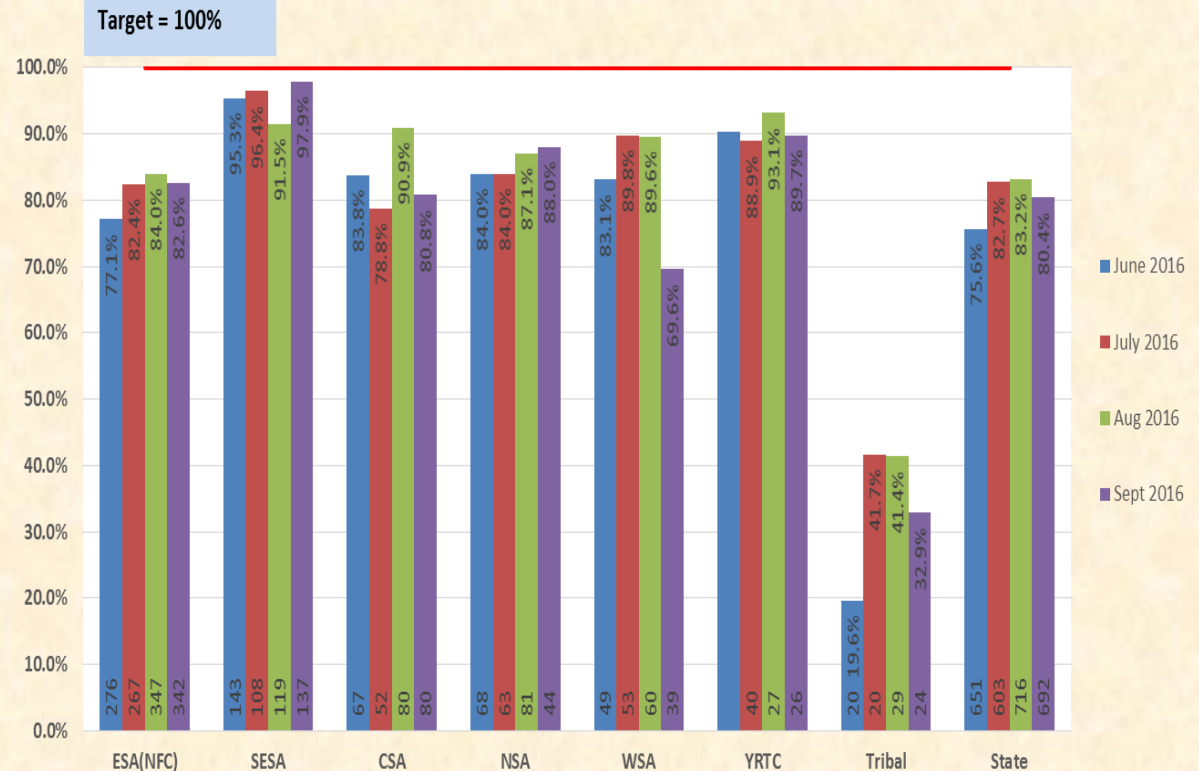
*Tribes

*Refer to Local Service Area or Tribal Action Plan Forms for detailed Action Items and Strategies for each Area/Tribe.

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Documentation of Placement Changes in 72 hours



All contact information shall be up-to-date on N-FOCUS within 72 hours of any placement change for children in out of home care. The data represents the percentage of placement changes that were documented on N-FOCUS within 72 hours. (Data Source: N-FOCUS Placement Documentation/InfoView)

Data Review Frequency: Monthly

Family Team Meeting Frequency

Strengths/Opportunities:

Sept 2016: State performance increased to 88.4%. **ESA has the highest score at 97.7%.** Tribes have the lowest score at 17.4%.

Note: The State performance was at 76.2% in May 2012.

Barriers:

-Lack of documentation in tribal cases.

Action Items:

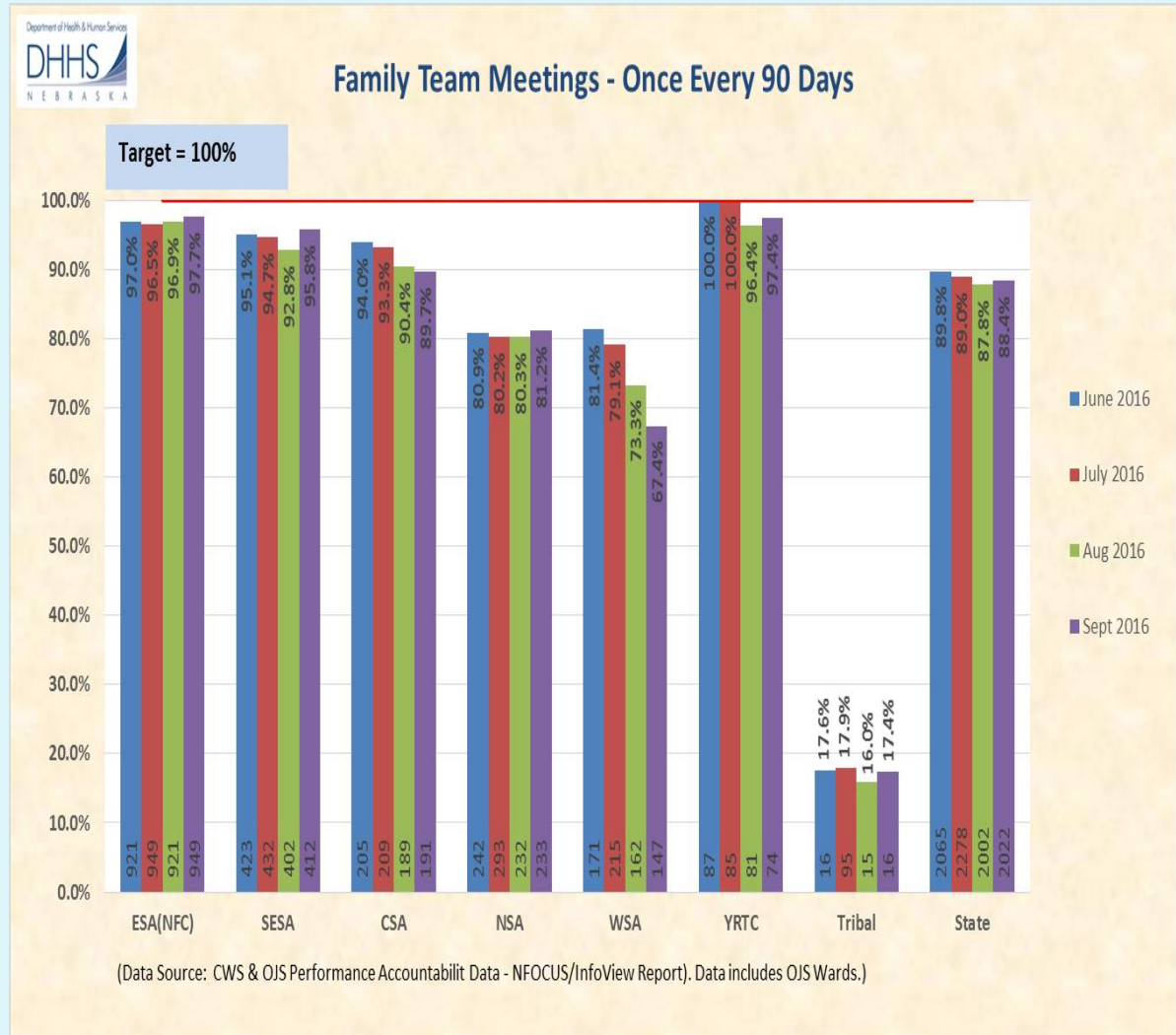
CQI Team Priority:

*Northern Service Area

*Tribes

*Refer to Local Service Area or Tribal Action Plan Forms for detailed Action Items and Strategies for each Area/Tribe.

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Monthly



Family Team Meeting Quality

Strengths/Opportunities:

*The QA team began FTM Quality Documentation reviews again in September 2015. The reviews look to see if policy expectations are met.

For this 1st review, the reviewers looked at whether or not at least one parent attended the family team meeting. In December 2015, the reviewers looked at mother and father involvement separately for the family team meetings that involved at least one parent.

Barriers:

Action Items:

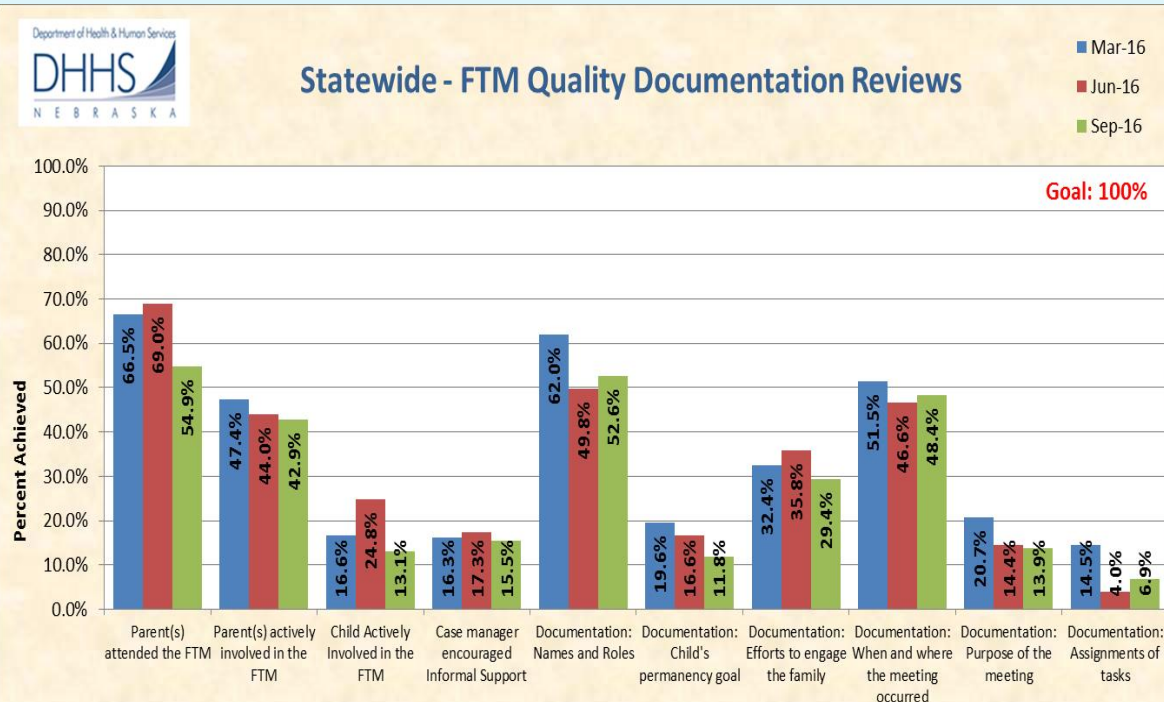
CQI Team Priority:

*Eastern and Western Service Areas

*Tribes

***Refer to Local Service Area or Tribal Action Plan Forms for detailed Action Items and Strategies for each Area/Tribe.**

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Number of FTM reviews by month: March 2016 (PUR Nov - Jan 2016) = 273, June 2016 (PUR Feb - Apr 2016) = 253, September 2016 (PUR May - July 2016) = 312

This review looks at documentation of Family Team Meetings for an identified child to determine if:

- The **parent(s) and child** are attending and actively involved in the Family Team Meetings, which includes various types of active involvement (Discussing strengths/needs, discussing services/providers, discussing case plan goals, and/or evaluating progress in the case.
- Key **topic areas are being documented** in the Family Team Meeting. Documentation in the Family Team Meeting narratives required by policy include: (A) Names and roles of participants in the meeting, (B) The child's permanency goal, (C) Efforts made to engage the mother, father, or children in the development and progression of the case plan, (D) When and where the meeting occurred, (E), The purpose of the meeting, (F) Discussion of the meeting topics, & (G) assignment of tasks including who is responsible and any time frames established.

This data represents the # and % of parents who ATTENDED and PARTICIPATED in the FTM's.	Mar-16		Jun-16		Sep-16	
	#	%	#	%	#	%
Both parents attended the FTM	41	28.3%	53	36.6%	42	27.3%
Mother attended the FTM	91	62.8%	73	50.3%	93	60.4%
Father attended the FTM	13	9.0%	16	11.0%	19	12.3%
Both parents actively involved in the FTM	26	28.3%	32	35.2%	18	20.2%
Mother actively involved in the FTM	62	67.4%	41	50.6%	60	67.4%
Father actively involved in the FTM	4	4.3%	8	9.9%	11	12.4%

Data Review Frequency: Quarterly



Data is part of CFSR Item #18 (Child and Family Involvement in Case Planning).



Case Plans Created within 60 Days

Strengths/Opportunities:

Sept 2016: 69.2% of the Case plans are created within 60 days of the youth entering into custody.

YRTC and NSA have the highest number of case plans created in 60 days (100.0%) and Tribes have the lowest (23.8%).

Barriers:

Action Items:

CQI Team Priority:

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Case Plans created within 60 calendar days of youth becoming a ward or a child in a non-court involved case



All children shall have a case plan on N-FOCUS within 60 days of becoming a ward or child in a non-court involved case. The data represents the percentage of case plans created within 60 calendar days of the child's legal status change to ward or non-court involved child. (Data Source: N-FOCUS Case Plan Documentation/Performance Accountability Report/InfoView)



Item 20: **Written case plan** developed jointly with the child's parent(s) and includes the required provisions

Analysis:

Data from the last CFSR review indicate the agency made concerted efforts to develop the most recent case plan with the child's father 79% of the time, with the child's mother 85% of the time and with the child 92% of the time.

Data Limitations: Current data looks at efforts to develop the written case plan jointly with the child's parents but does not specifically address the quality of the case plan and whether or not the case plan includes the required provisions.

Stakeholder Input: Who? What? When? Where?:

Next Steps / Who's Responsible:

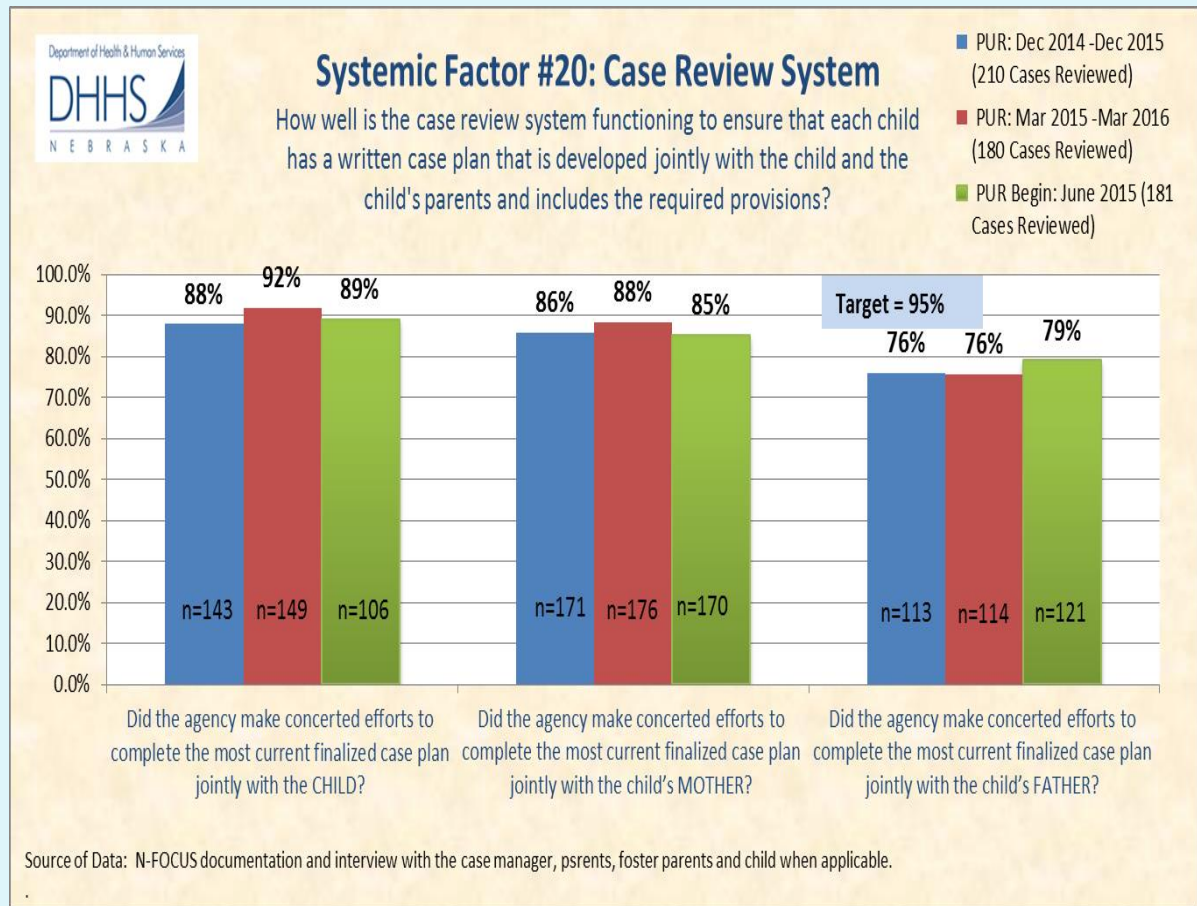
The QA team will be implementing a separate quality review of case plans and court reports to determine if they address required provision beginning February 2016. Data will be available in April 2016.

*Refer to Local Service Area or Tribal Action Plan Forms for detailed Action Items and Strategies for each Area/Tribe.

OUTCOME STATEMENT: Children Will Achieve Timely Permanency

Chapter 1: B. Systemic Factor Case Review System

How do we know that the case review system is functioning statewide to ensure that each child has a written case plan that is **developed jointly with the child's parent(s) and includes the required provisions**?



The CQI team will be implementing a quality review of case plans to determine if they address required provision beginning May 2016. Data will be available in June 2016.

Data Review Frequency Every 2 Months

Data for Systemic Factor - Item #20 (Case Review System).

Case Planning Involvement – CFSR 13

Strengths/Opportunities:

Note: The CFSR review results are based on a review of N-FOCUS documentation and information obtained during phone interviews with the CFSS or FPS.

Barriers:

- Lack of ongoing efforts to locate and/or engage non-custodial parent in case planning (in most cases, this is the child's father).
- Lack of ongoing efforts engage developmentally appropriate children in case planning.
- Lack of good quality documentation during family team meetings and face to face contacts between the worker, children, mother and father. Documentation should clearly state how the parent or youth was engaged in the creation of, ongoing evaluation and discussions regarding progress and needs related to case plan goals.

Action Items:

- Policy team will review and expand non-custodial parent memo to include instructions for engaging the non custodial parent. N-FOCUS changes are planned for July 2015.
- CFSR Champion – Monica Dement & SESA; see CFSR Binder for additional Action Items.

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



CFSR Item 13

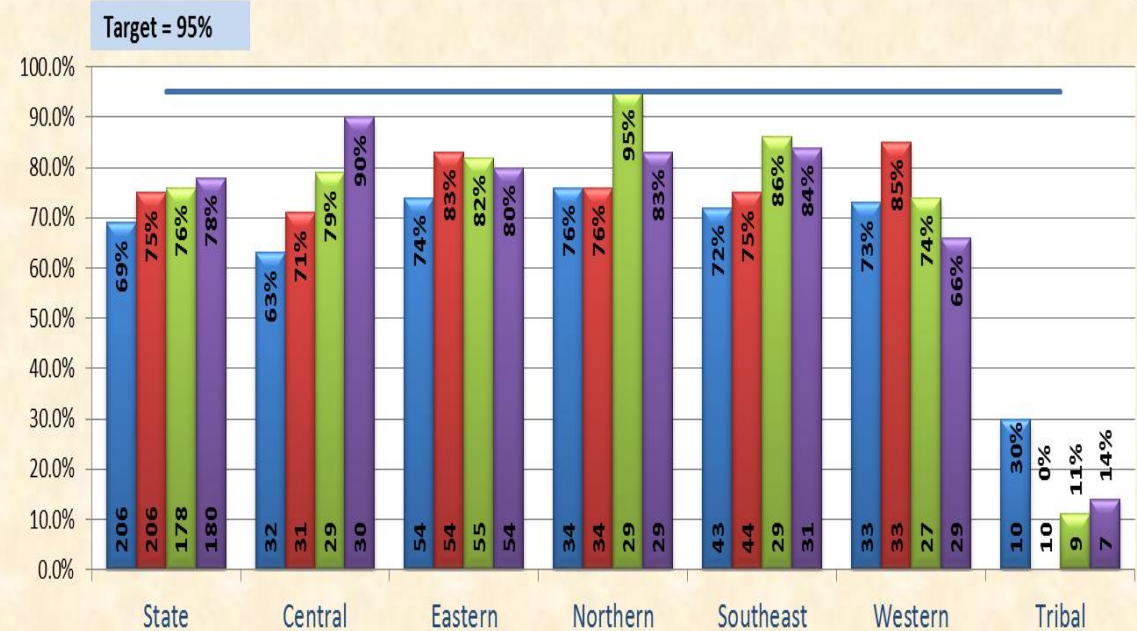
Child and Family Involvement in Case Planning

■ Sept 2014- Sept 2015 (n=210)

■ Dec 2014- Dec 2015 (n=209)

■ March 2015- March 2016 (n=180)

■ June 2015- Review Date (n=181)



Item 13 looks at whether or not the agency made concerted efforts during the period under review to involve the parent (mother and father) and the children during the case planning process. Children and parents have to contribute to the creation of the case plan goals and review them with the agency on an ongoing basis for this item to be rated as a strength.

*Tribal data is based on cases reviewed from the Omaha Tribe, Santee Sioux Nation and Winnebago Tribe.

Caseworker Contact with Parent CFSR 15

Strengths/Opportunities:

Note: The CFSR review results are based on a review of N-FOCUS documentation and information obtained during phone interviews with the CFSS or FPS.

Barriers:

- Lack of ongoing efforts to visit with the child's non custodial parent (in most cases, this is the child's father).
- Lack of good quality documentation during face to face contacts between the worker and the child's mother and father.

Action Items:

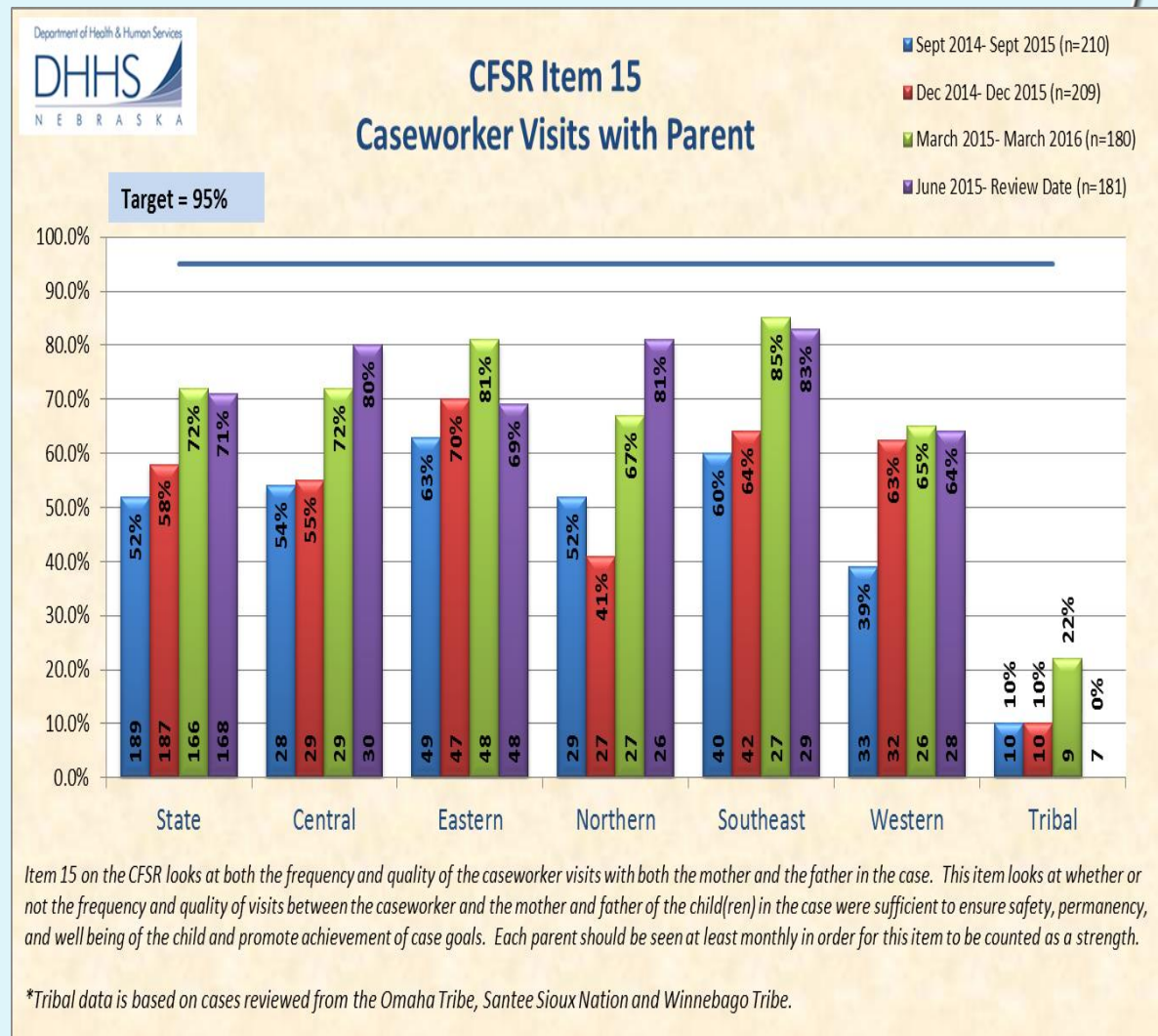
- Policy team will update procedures memo to include clarification regarding parent contact when the child's permanency goal is something other than reunification or family preservation.
- *CFSR Champion – Lynn Castrianno & ESA; see CFSR Binder for additional Action Items.*

*CQI Team Priority:

Central Service Area

**Refer to Local Service Area or Tribal Action Plan Forms for detailed Action Items and Strategies for each Area/Tribe.*

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Bi-Monthly



Worker Face to Face Contact with Mother and Father

Strengths/Opportunities:

Statewide-Sept 2016:

- Contact with mothers remained at 67.0%.
- Contact with fathers remained at 39.0%

** Note: The performance accountability report was modified to require a contact for all parents whose rights are still intact regardless of the child's permanency goal. Prior to this, the report did not require a parent contact for all youth whose permanency goals were adoption, guardianship or independent living.*

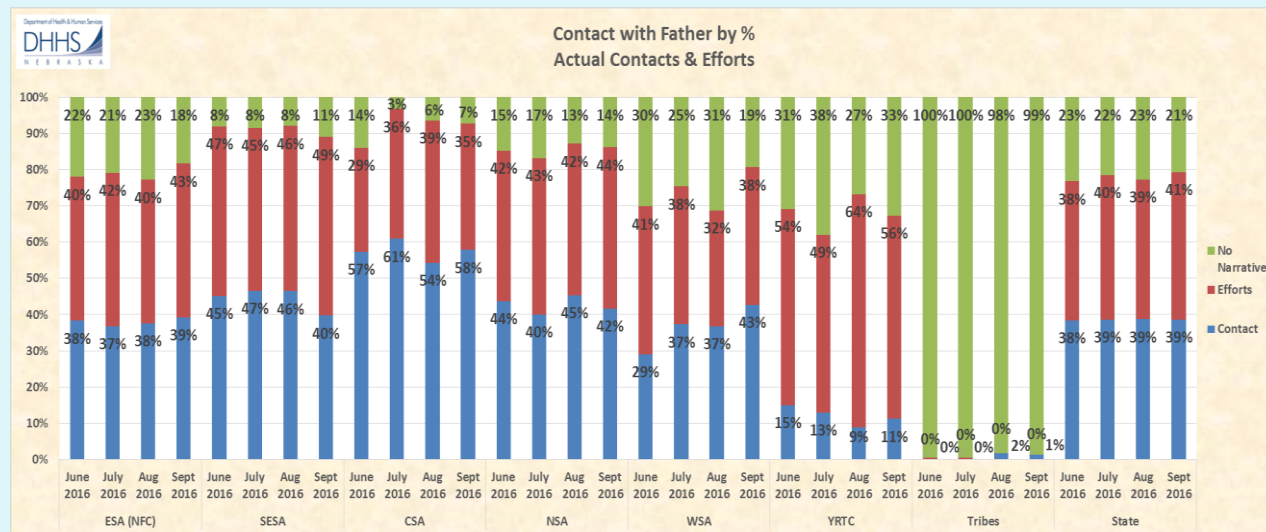
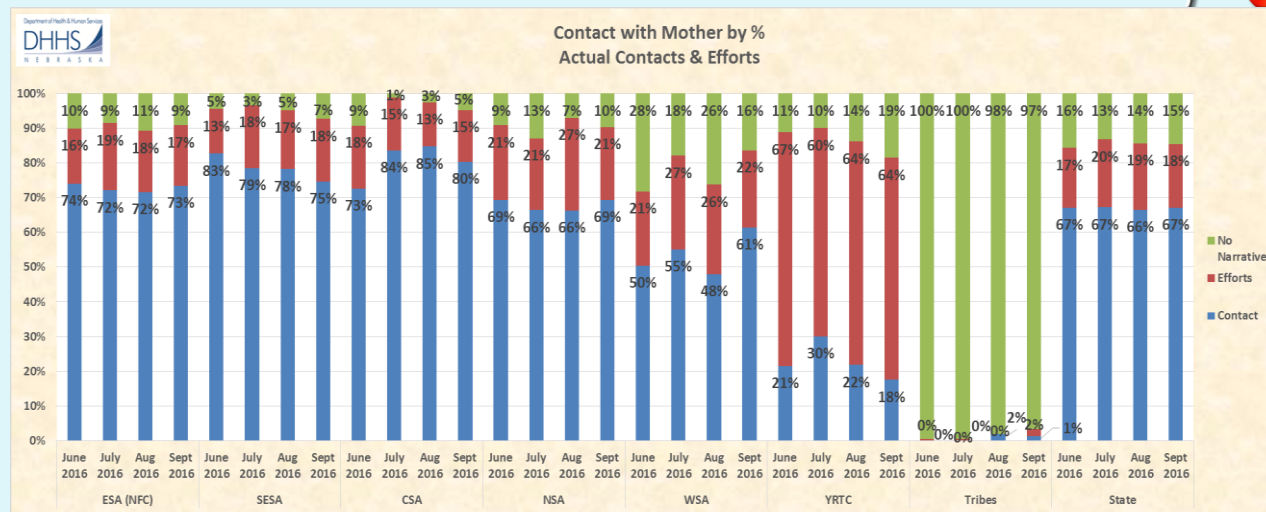
Barriers:

- * Identification and engagement of non-custodial parents, especially fathers.

Action Items:

- Lindy Bryceson, Legal and Policy Team will provide additional guidance to staff to assist with efforts to locate and engage the non-custodial parent, especially when working with a mother who does not want to involve the child's father in non court cases.

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



*Note: Data includes parent contact in both court & non-court involved cases.



Child, Parent & Foster Parent Needs Assessment – CFSR 12

Strengths/Opportunities:

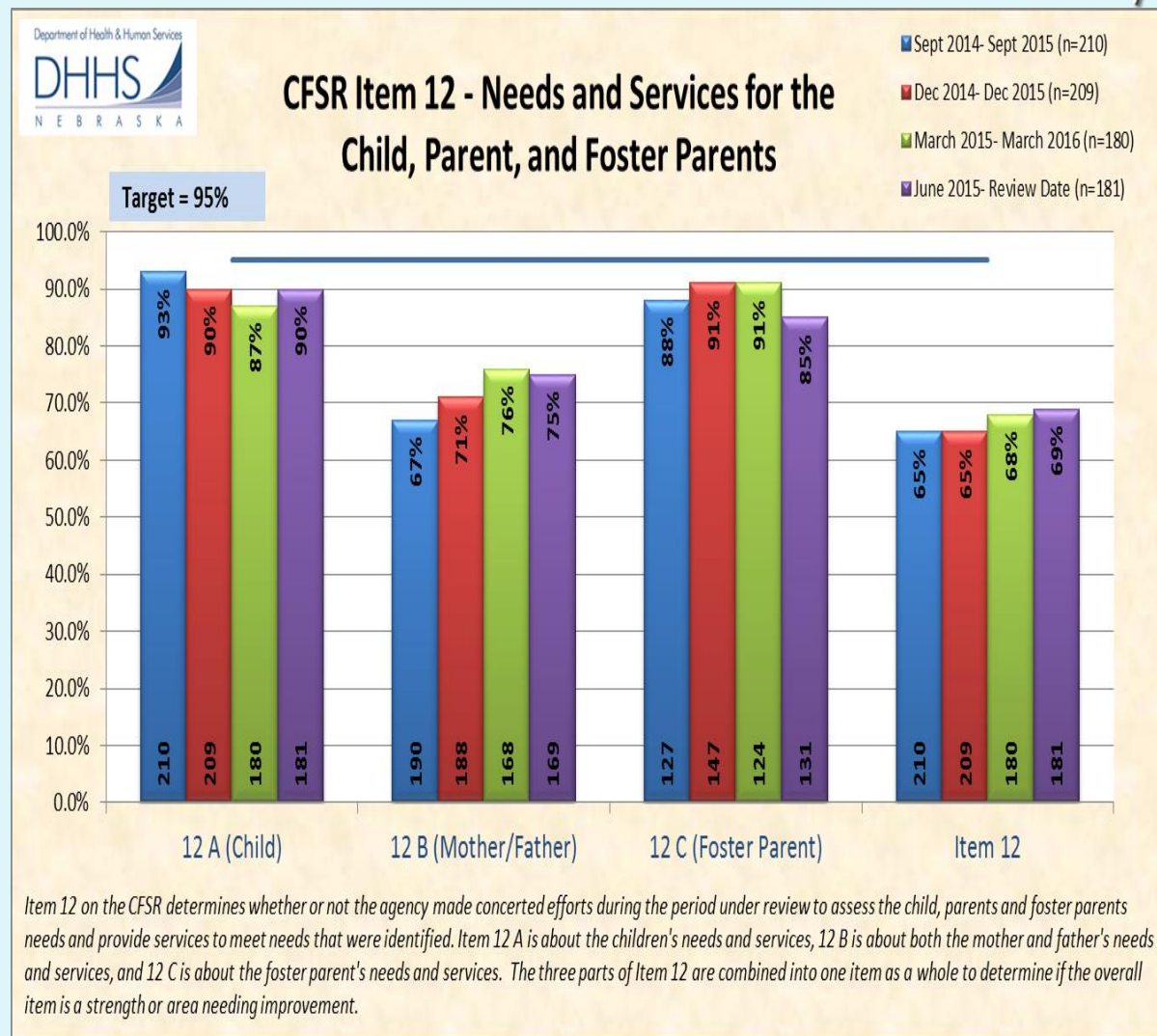
Note: The CFSR review results are based on a review of N-FOCUS documentation and information obtained during phone interviews with the CFSS or FPS.

Barriers:

- Lack of good quality documentation during face to face contacts between the worker and the child. Documentation should contain sufficient information to address safety, permanency and well-being.

Action Items:

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Federal Visitation with State Wards

Strengths/Opportunities:

July 2016: New Fed Fiscal Year began in October 2013. The Federal Measure is 90%, this will increase to 95% in 2015. NE has set goal at 95% in preparation for the change with the federal measure. **State performance increased to 93.6% this month. Performance is 94% and above for all Service Areas, 72.5% for YRTC, and 25.1% for Tribal Cases.**

Note: In SFY11, NE reported 48.4% monthly child contact with this federal measure! WOW!!!

Barriers:

-Lack of documentation in tribal cases

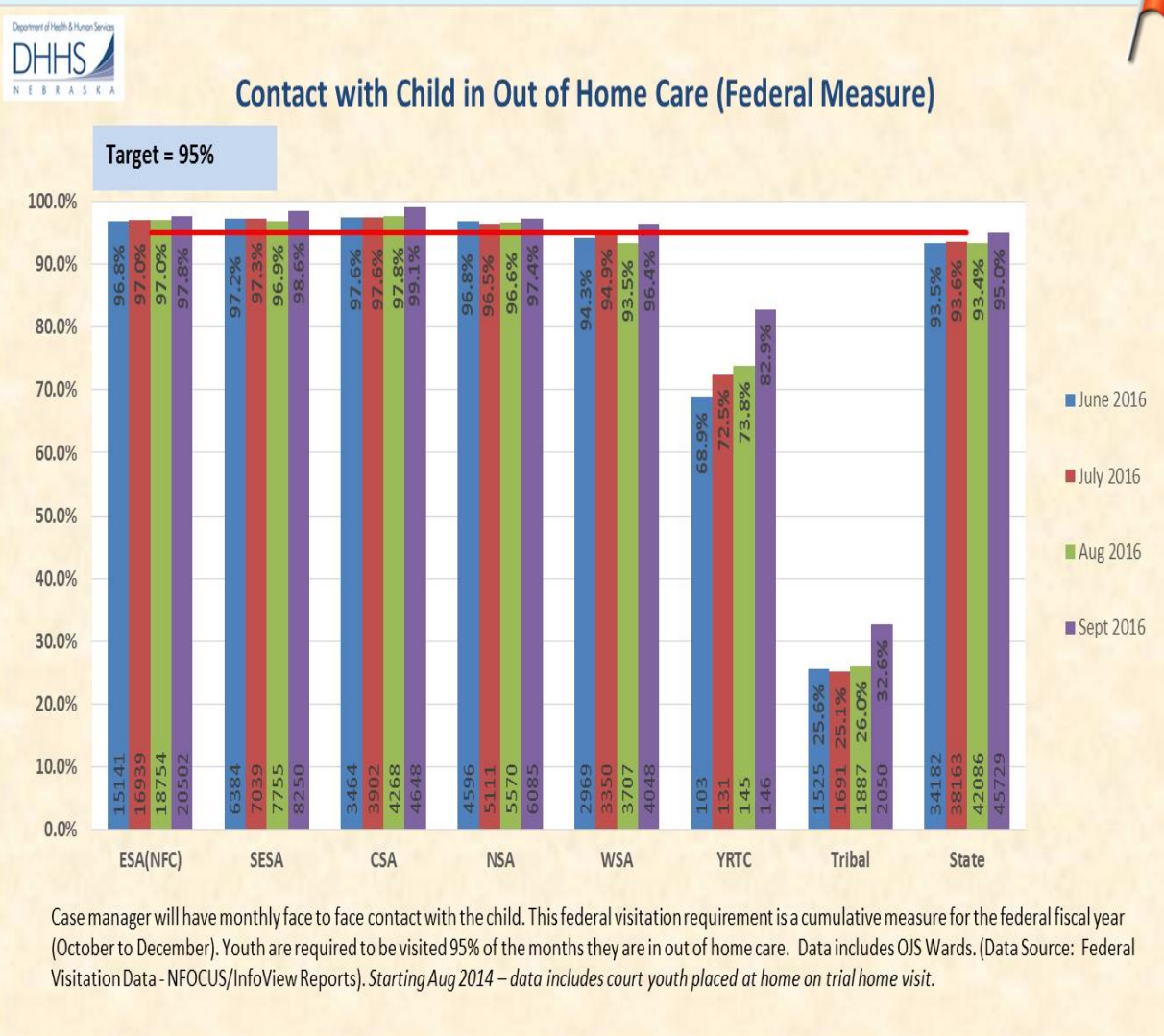
Action Items:

CQI Team Priority:

*Tribes

***Refer to Local Service Area or Tribal Action Plan Forms for detailed Action Items and Strategies for each Area/Tribe.**

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Monthly



Data is part of CFSR Item #19 (Caseworker visit with the child).



Monthly Contact with State Wards and Non-Court Involved Child

Strengths/Opportunities:

July 2016: Non Court Case - statewide performance decreased to 85.0%.

Note: In May 2012, the state performance was at 53.4% for this measure.

July 2016: State Wards – statewide increase to 92.4%. CSA had the highest percentage at 98.9%. YRTC saw a decrease to 88.3% and tribal cases saw a decrease to 24.8% this month.

Barriers:

-Lack of documentation in tribal cases

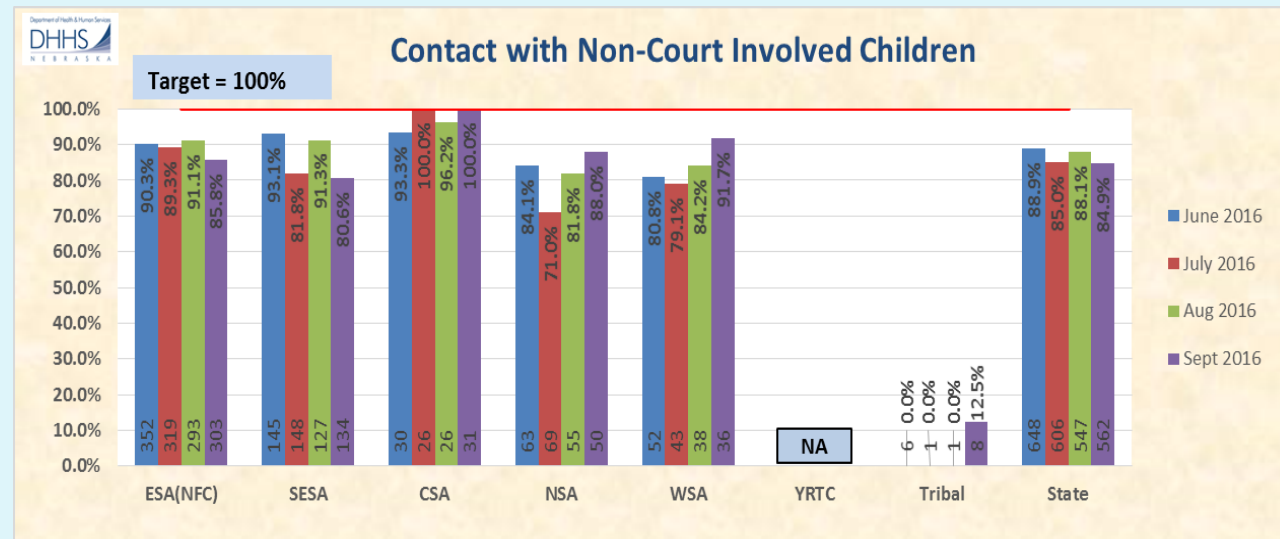
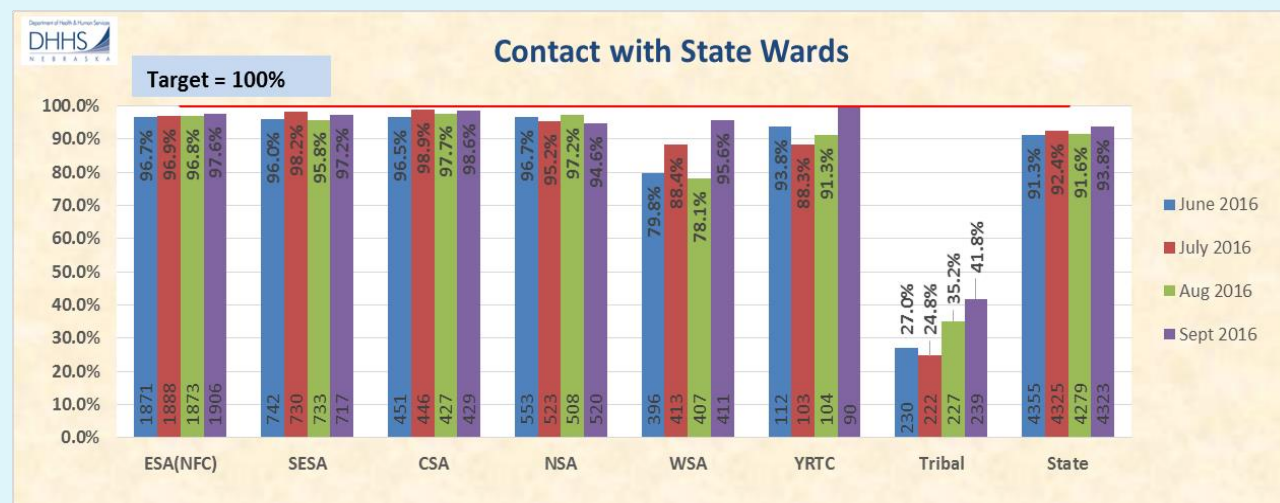
Action Items:

CQI Team Priority:

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

Data Review Frequency: Monthly

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Case manager will have monthly face to face contact with the child.
(Data Source: CWS & OJS Performance Accountability Data - NFOCUS/InfoView Reports).

Data is part of CFSR Item #19 (Caseworker visit with the child).

Caseworker Contact with Child CFSR 14

Strengths/Opportunities:

Note: The CFSR review results are based on a review of N-FOCUS documentation and information obtained during phone interviews with the CFSS or FPS.

Barriers:

- Lack of good quality documentation during face to face contacts between the worker and the child's mother and father. Documentation should contain sufficient information to address safety, permanency and well-being.

Action Items:

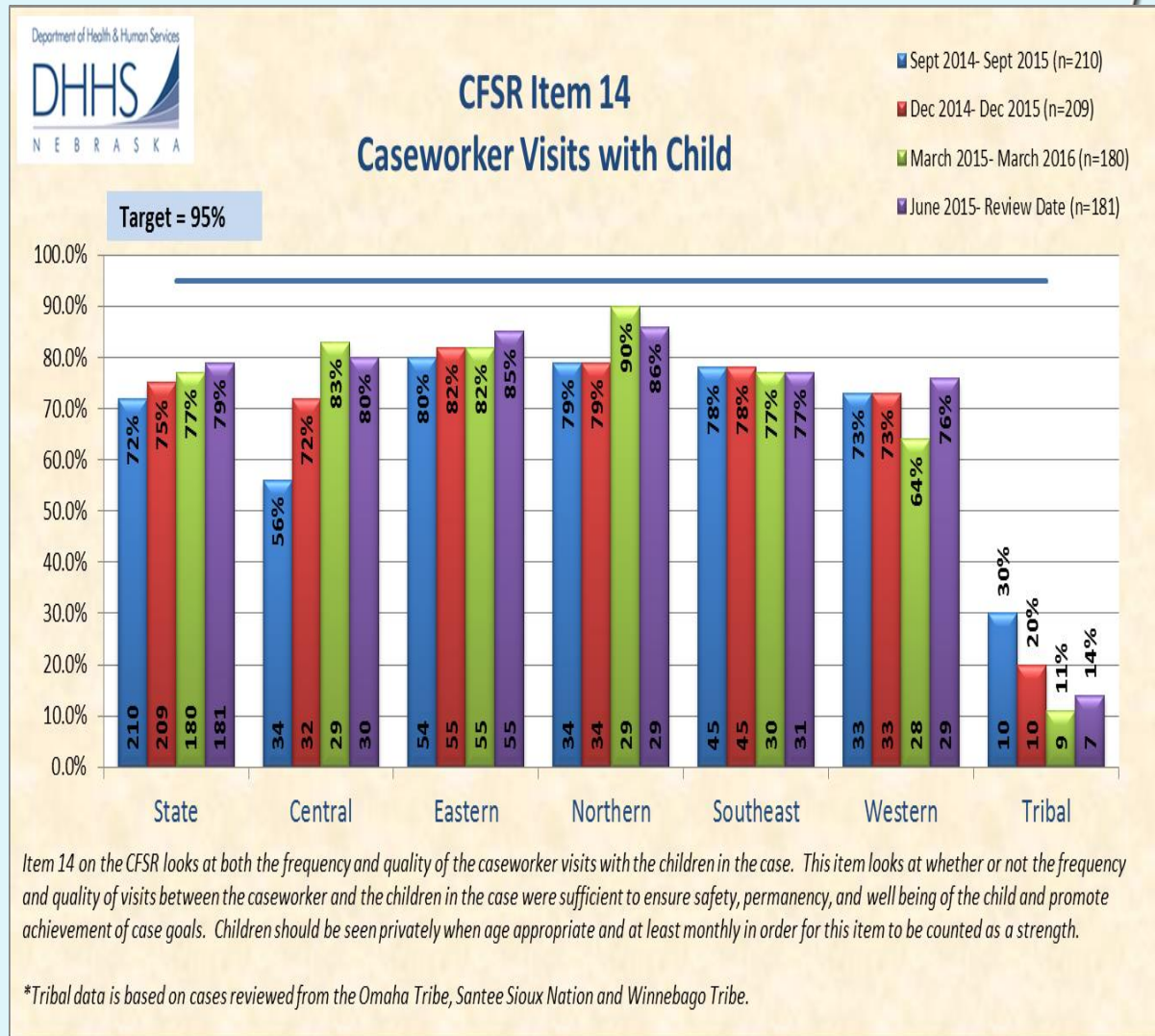
** CFSR Champion – KaCee Zimmerman & CSA; see CFSR Binder for additional Action Items.*

CQI Team Priority:

*Central Service Area

**Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.*

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Timeliness of Permanency

Strengths/Opportunities:

Round 2: No Service Area is currently meeting this measure.

Round 3: NSA is the only Service Area currently meeting this measure.

Barriers:

Action Items:

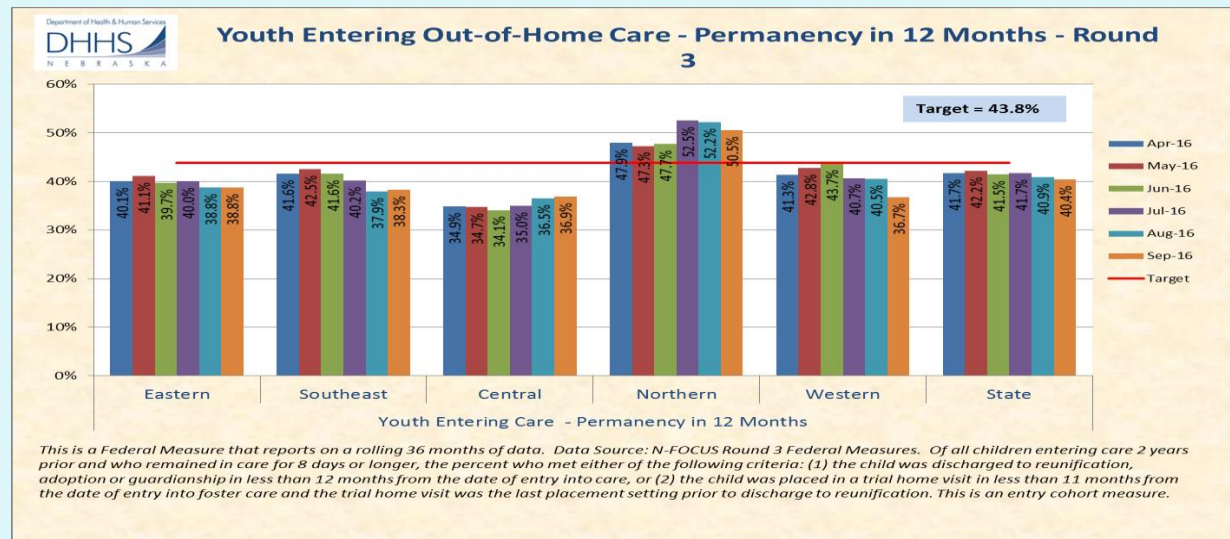
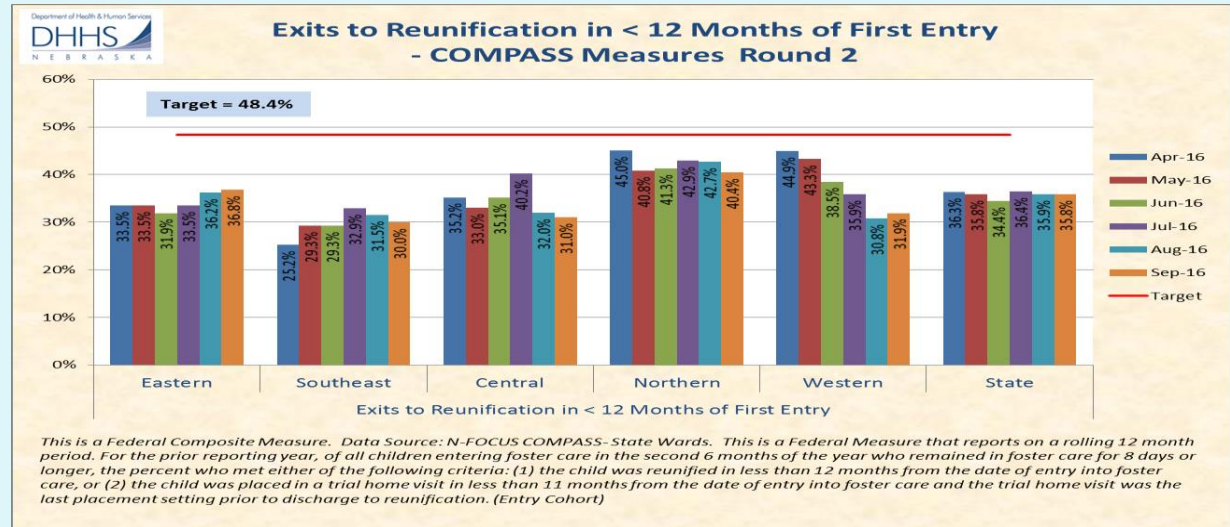
CQI Team Priority:

*Statewide External Stakeholder Team

*Eastern, Northern, Southeast and Western Service Areas

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Quarterly (March, June, September, December)

Timeliness & Permanency

Strengths/Opportunities:

Round 3: ESA is currently not meeting this measure.

Barriers:

Action Items:

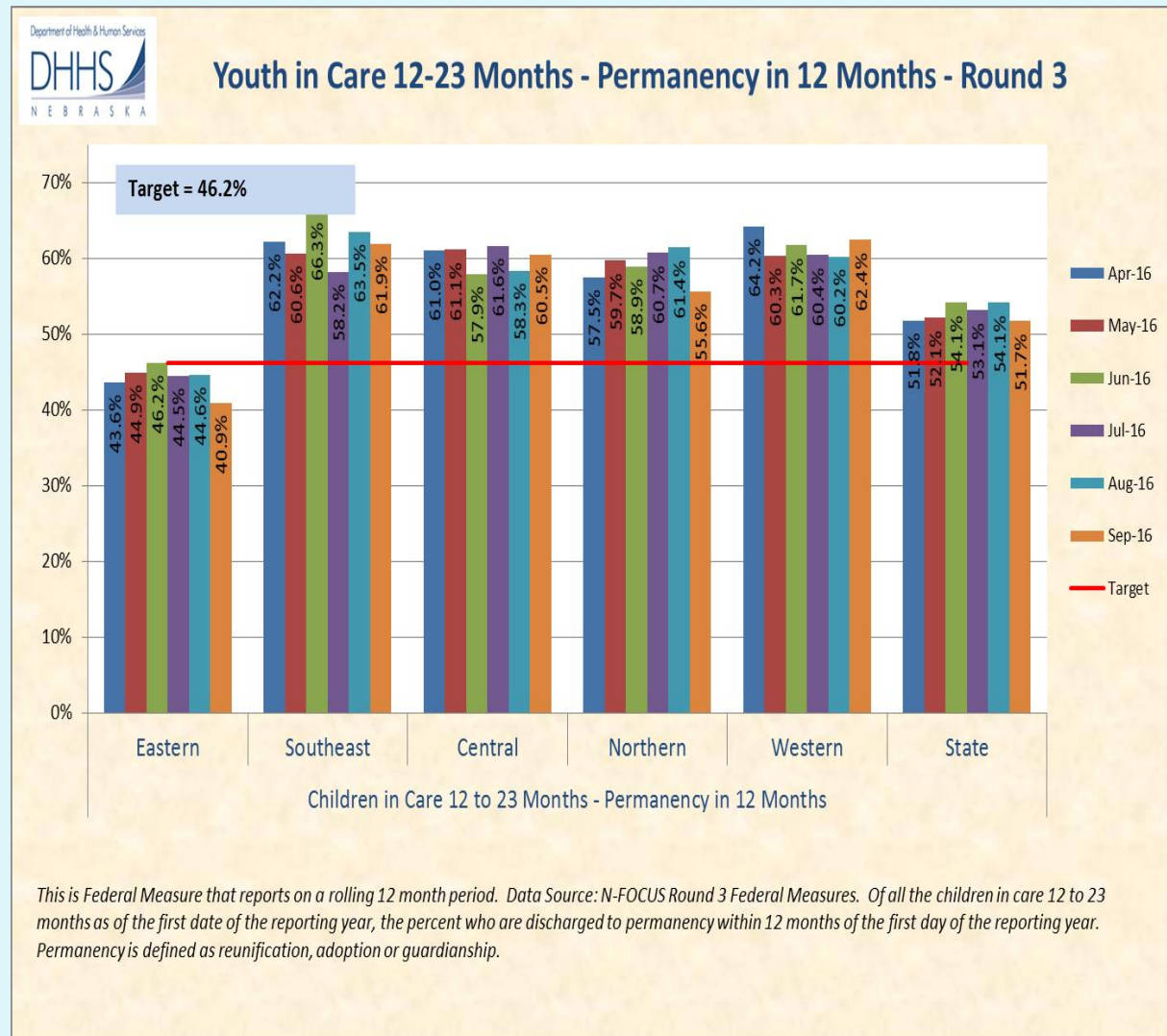
CQI Team Priority:

*Statewide External Stakeholder Team

*Eastern, Northern, Southeast and Western Service Areas

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Quarterly (March, June, September, December)

Timeliness & Permanency

Strengths/Opportunities:

Round 3: All Service Areas are currently meeting this measure.

Barriers:

Action Items:

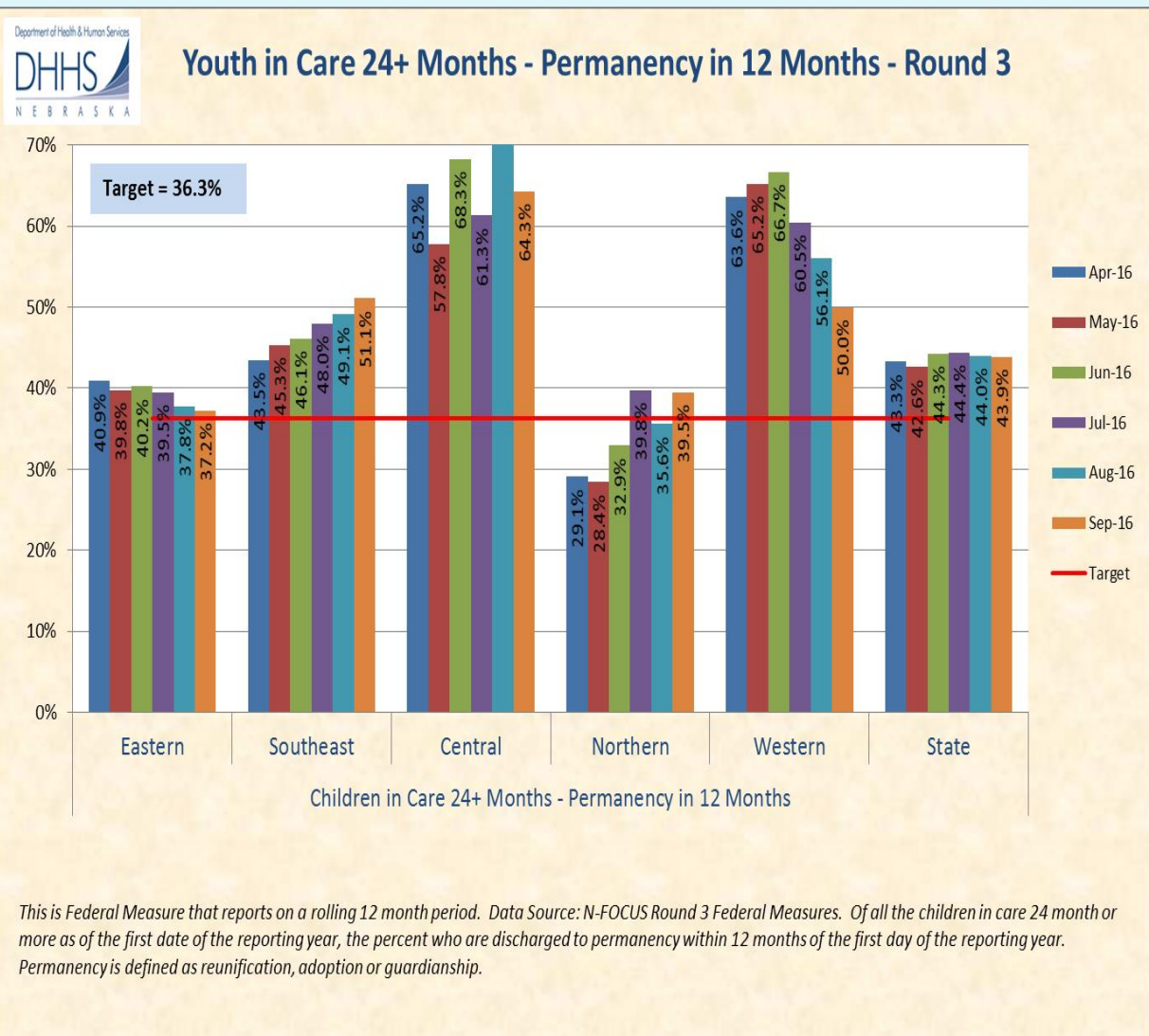
CQI Team Priority:

*Statewide External Stakeholder Team

*Eastern, Northern, Southeast and Western Service Areas

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Quarterly (March, June, September, December)

Re Entry into Foster Care

Strengths/Opportunities:

Round 2: ESA and SESA are currently not meeting this measure.

Round 3: All Service Areas are currently meeting this measure.

Barriers:

Action Items:

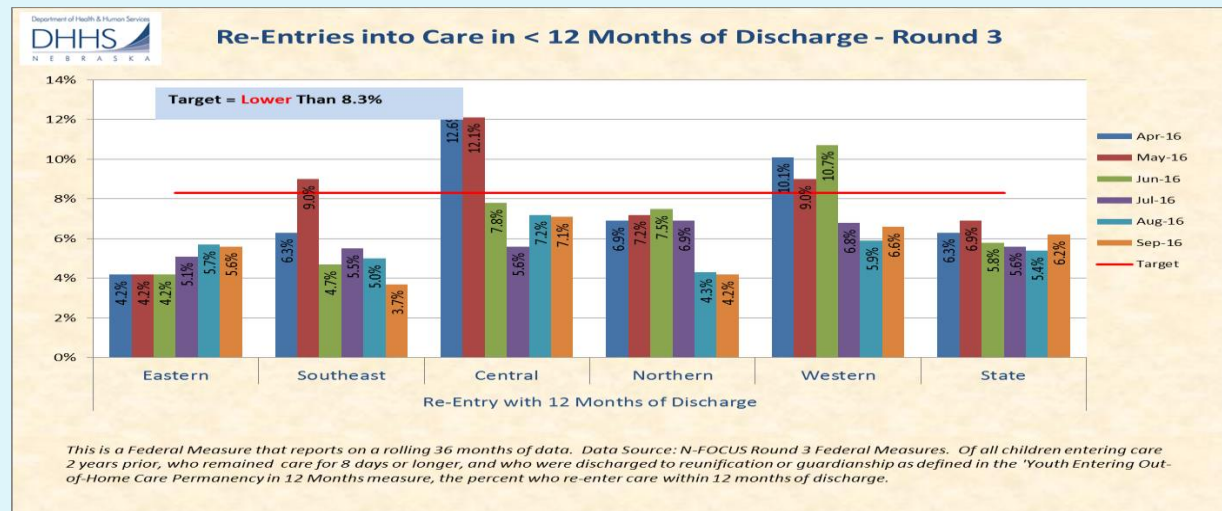
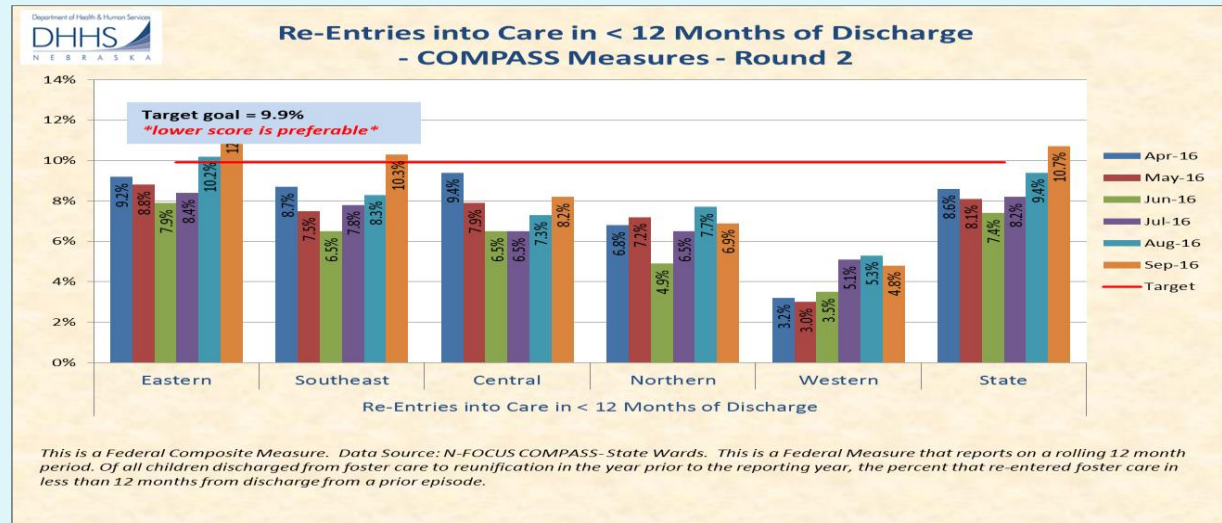
CQI Team Priority:

*Statewide External Stakeholder Team

*Eastern, Northern, Southeast and Western Service Areas

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Quarterly (March, June, September, December)

OUTCOME STATEMENT: Children Will Achieve Timely Permanency

Median Months in Care

Strengths/Opportunities:

Round 2: Statewide Median Months in care is 8.0. NSA (7.0) is closest to the target goal.

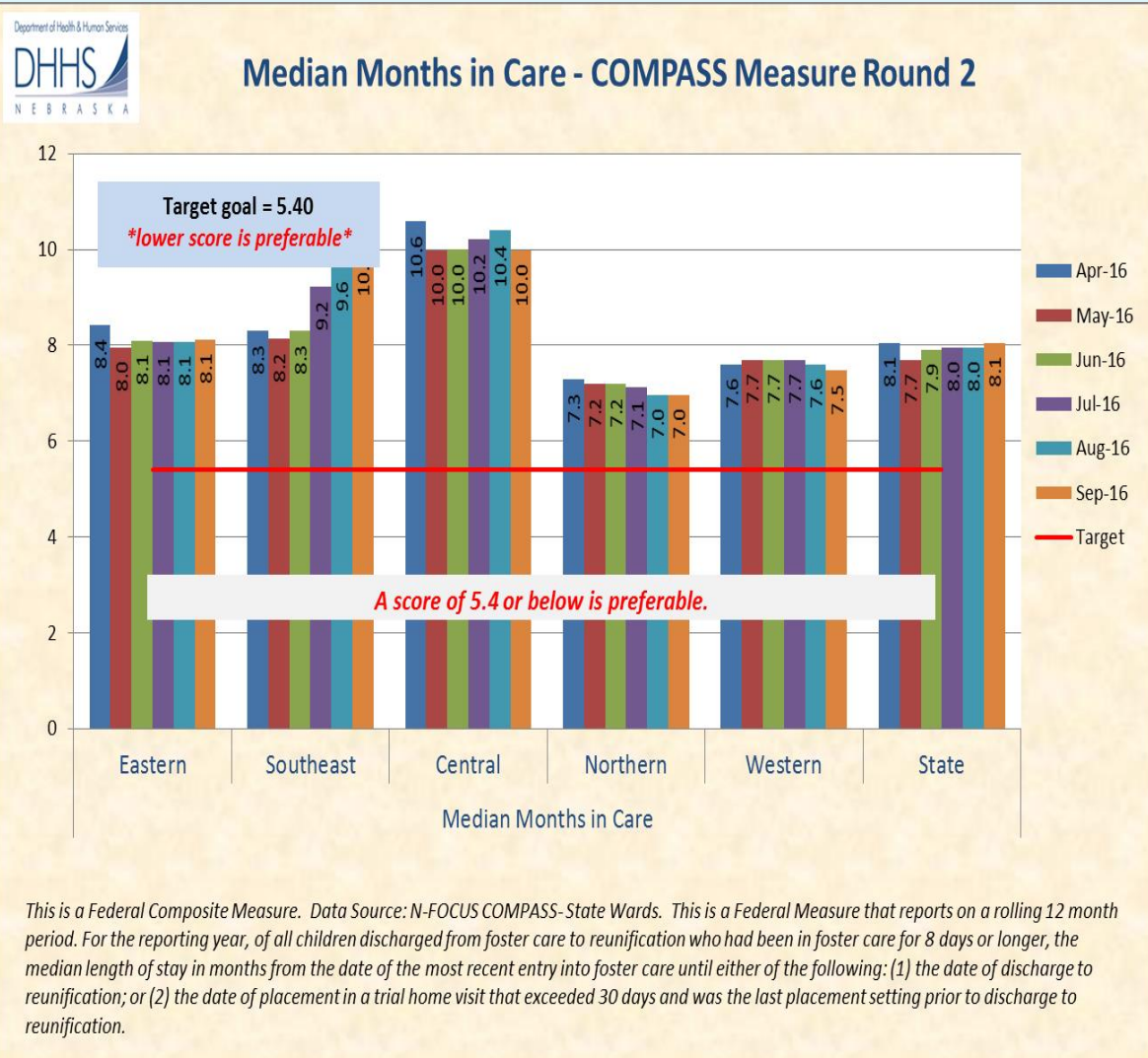
Barriers:

Action Items:

CQI Team Priority:

- *Statewide External Stakeholder Team
- *Eastern, Northern, Southeast and Western Service Areas

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.



Data Review Frequency: Quarterly (March, June, September, December)

Placement Stability

Strengths/Opportunities:

Sept 2016: State performance continues to exceed target goal this month. All Service Areas are meeting the target goal.

Barriers:

- Placement disruptions due to child behaviors
- Shortage of foster placements for older youth with behavior needs.

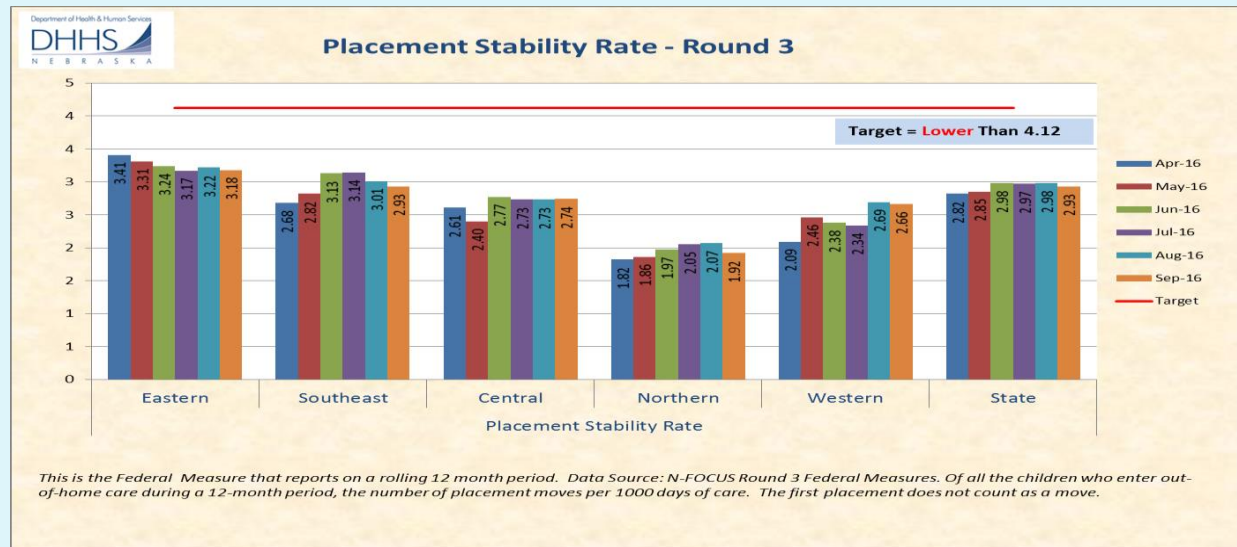
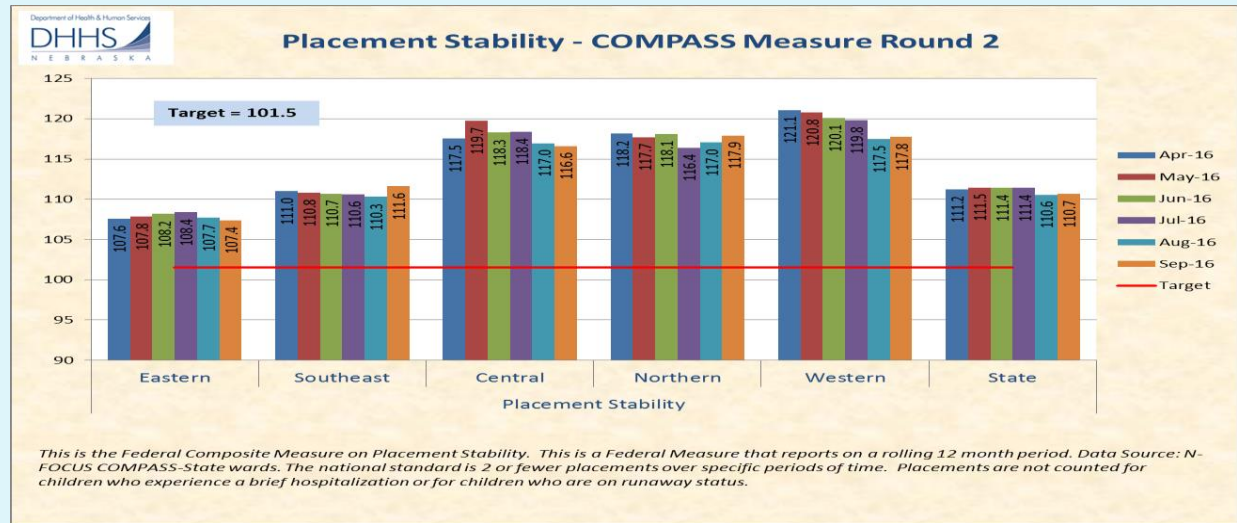
Action Items:

CQI Team Priority:

- *Statewide External Stakeholder Team
- *Eastern, Southeast, Central and Western Service Areas.

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Quarterly (March, June, September, December)

Kinship Care for Out of Home Wards

Strengths/Opportunities:

Sept 2016: WSA has the highest percentage of wards placed in kinship care (68.4%). CSA has the lowest number of wards in kinship care (53.1%).

Barriers:

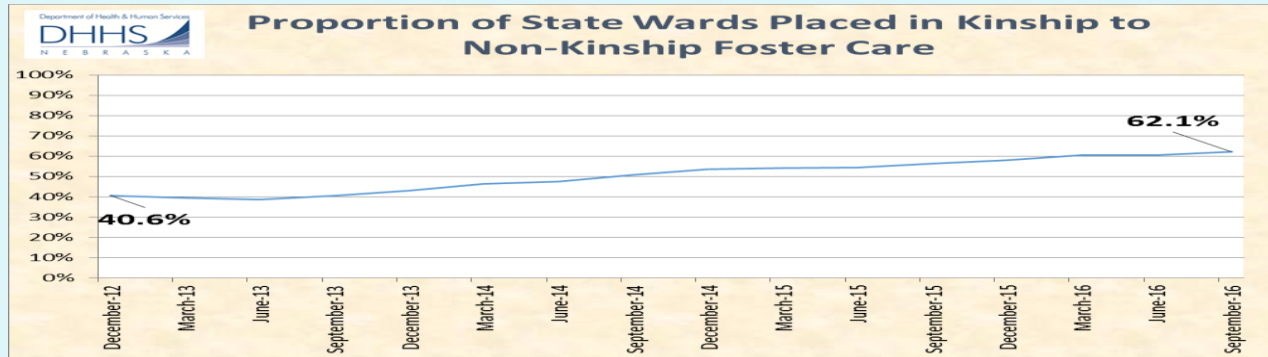
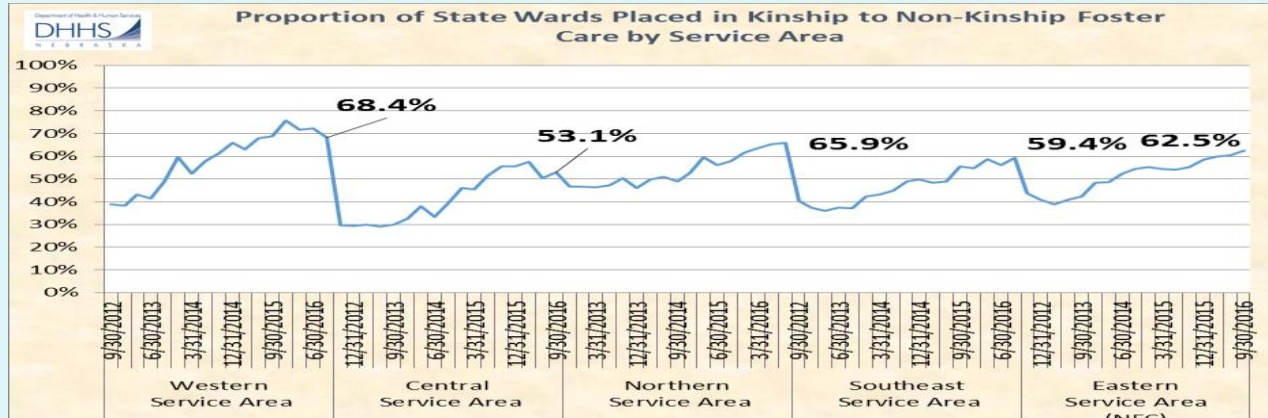
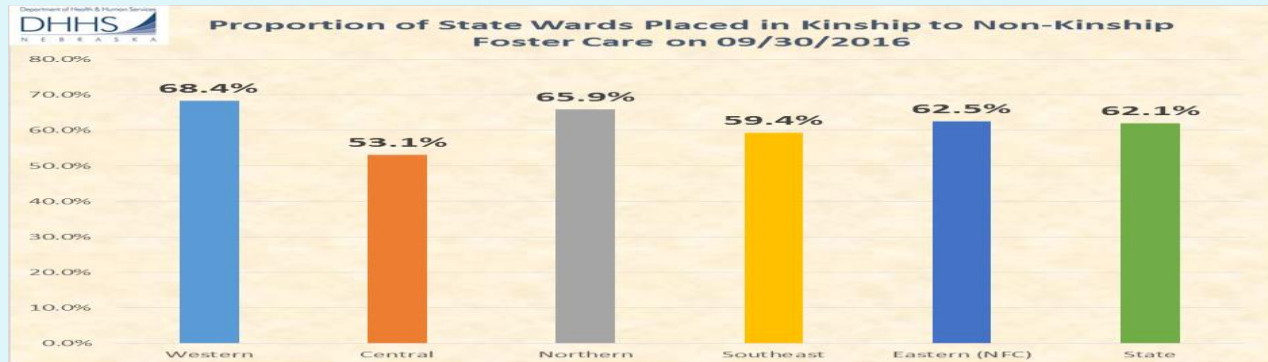
Action Items:

CQI Team Priority:

*Central and Southeast Service Areas

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Safely Decrease the Number of OOH Wards by Moving Them Back to In-Home Care

Strengths/Opportunities:

Oct 2016: Increase in Out of Home wards.

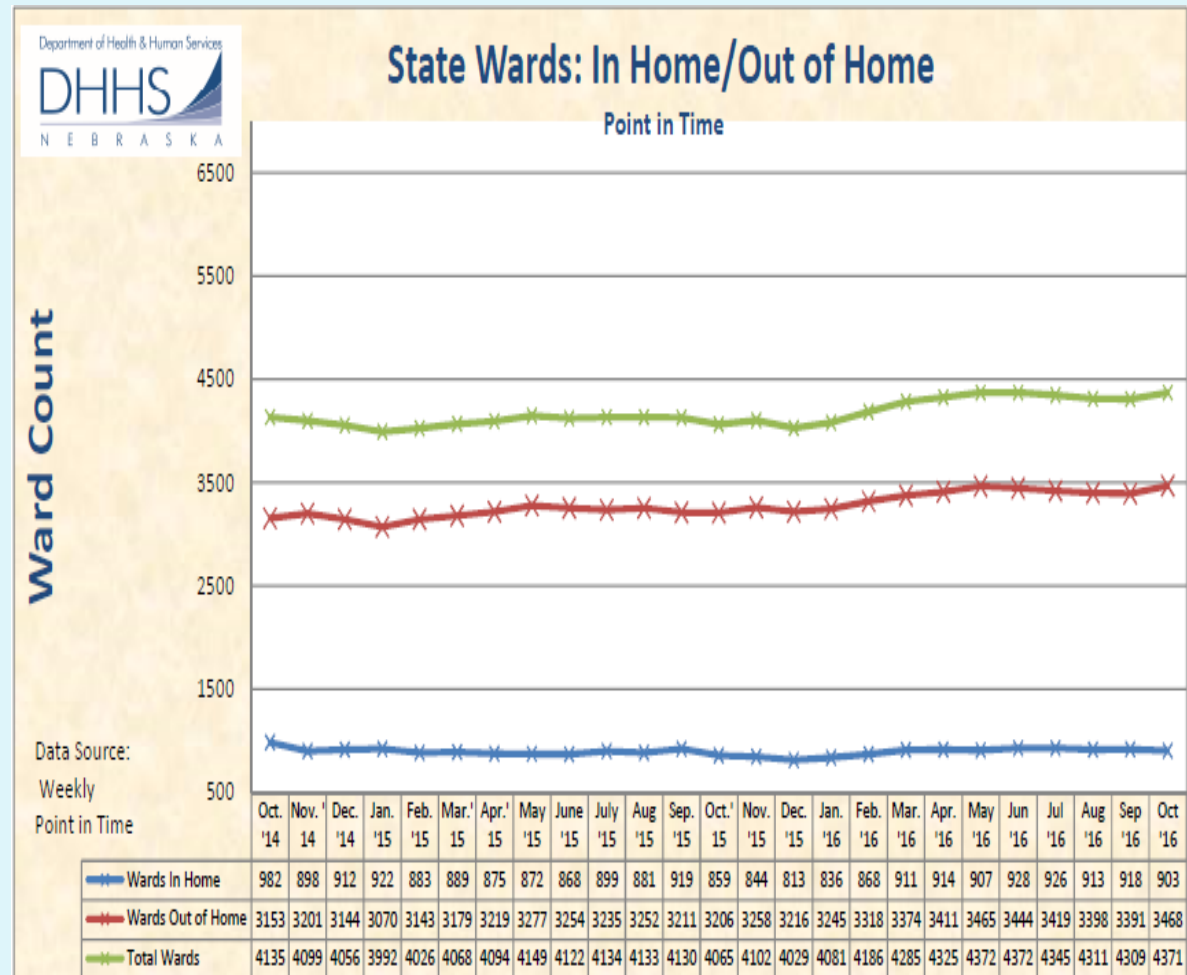
Barriers:

Action Items:

CQI Team Priority:

* Statewide

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Quarterly

Point in time report July 2014 OOH court wards using 2012 Claritas youth population < 19

Safely Decrease the Number of OOH Wards by Moving Them Back to In-Home Care

Strengths/Opportunities:

Oct 2016: ESA has the highest proportion of Out of home wards to in-home wards at 82.0%. SESA has the lowest proportion at 72.0%.

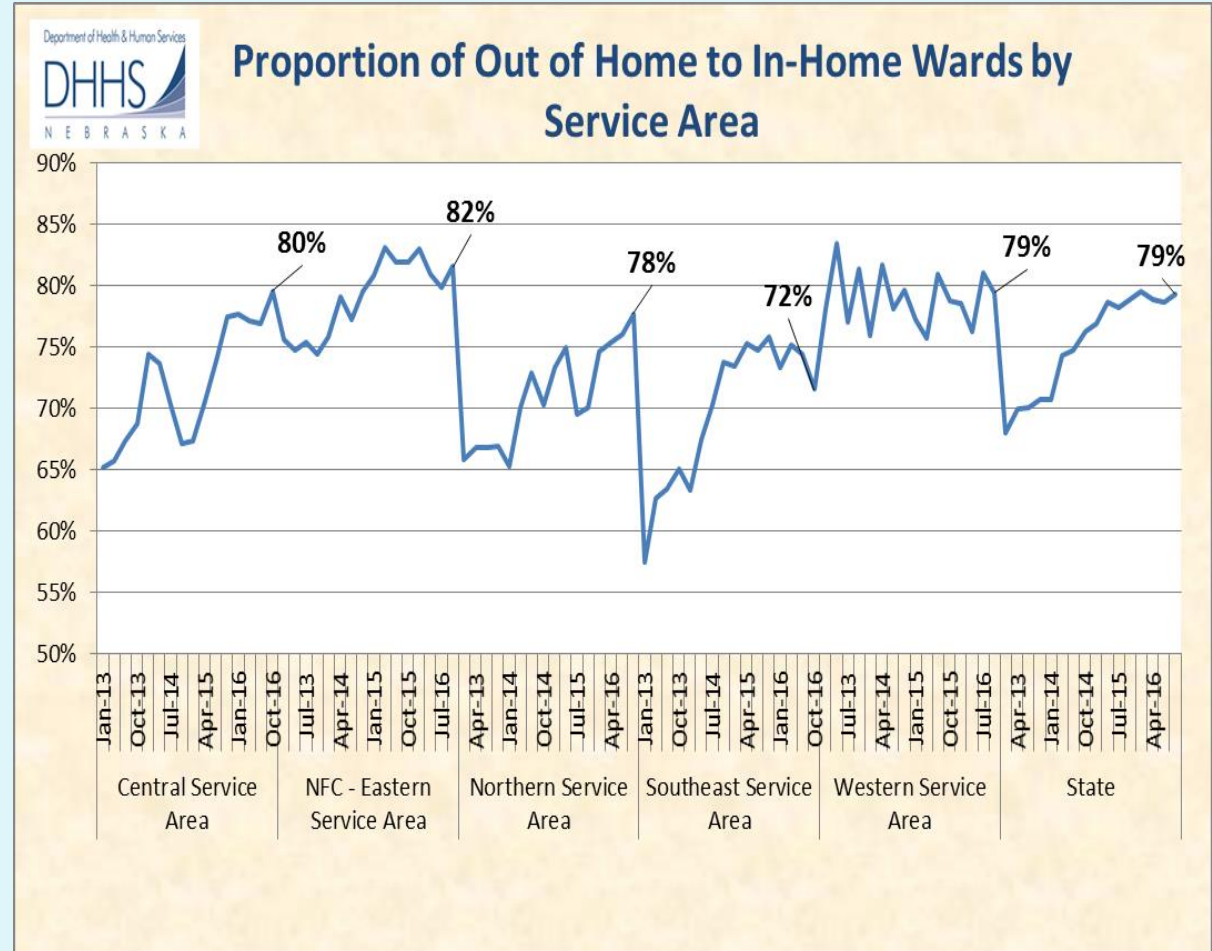
Barriers:

Action Items:

CQI Team Priority:

* Statewide

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Quarterly

Point in time report July 2014 OOH court wards using 2012 Claritas youth population < 19

CHAPTER 4: HEALTHY CHILDREN

OUTCOME STATEMENT: CHILDREN WILL DEMONSTRATE POSITIVE WELL-BEING OUTCOMES

Goal Statement: Children will demonstrate improvements in Physical Health, Behavior Health and in Educational domains

Needs and Services for the Child (Educational Needs – CFSR Item 16)

Strengths/Opportunities:

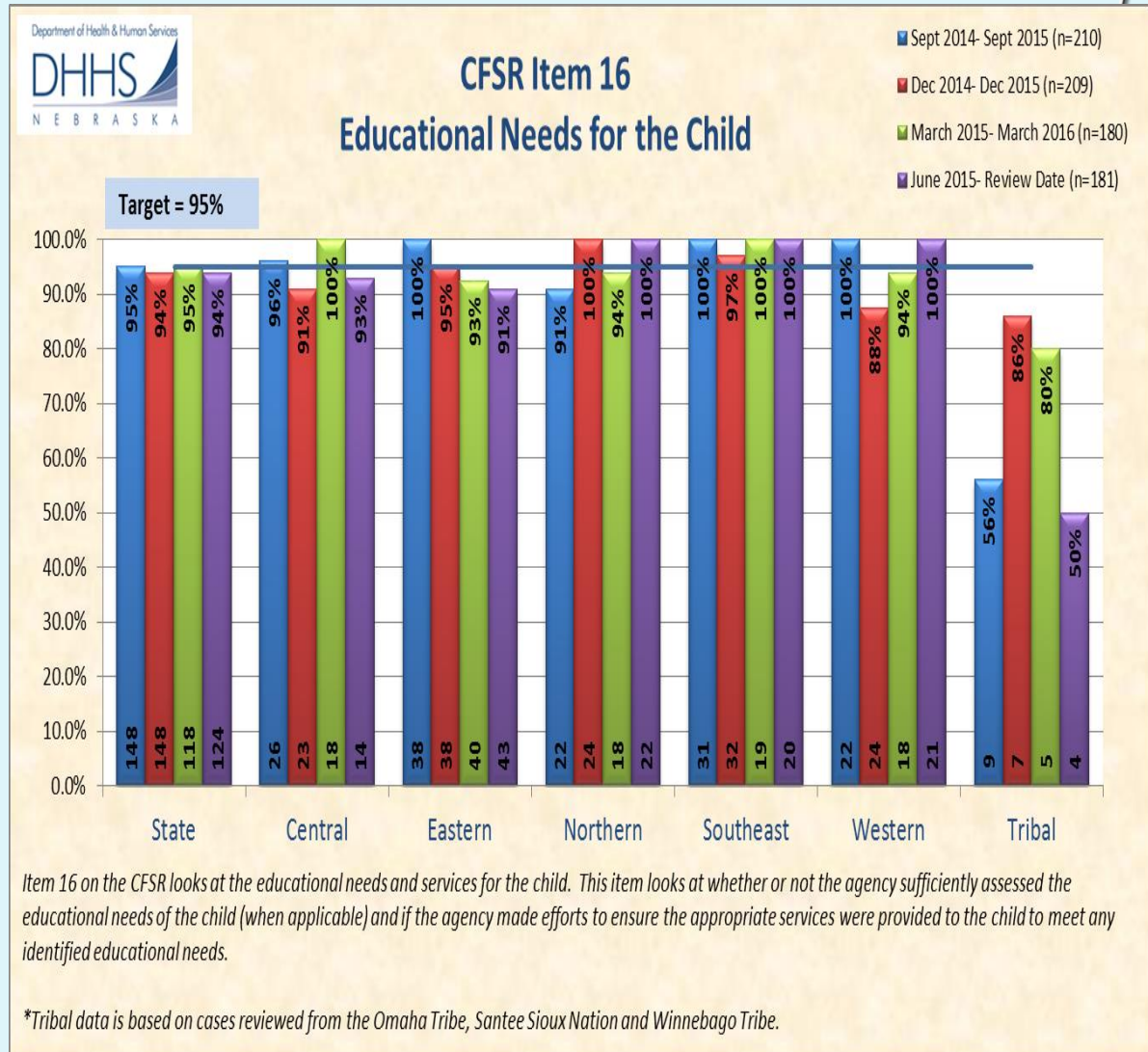
Note: The CFSR review results are based on a review of N-FOCUS documentation and information obtained during phone interviews with the CFSS or FPS.

Barriers:

- Lack of documentation of efforts address child's poor performance in school.

Action Items:

OUTCOME STATEMENT: Children Will Demonstrate Positive Well-Being Outcomes



Needs and Services for the Child (Physical Health Needs – CFSR Item 17)

Strengths/Opportunities:

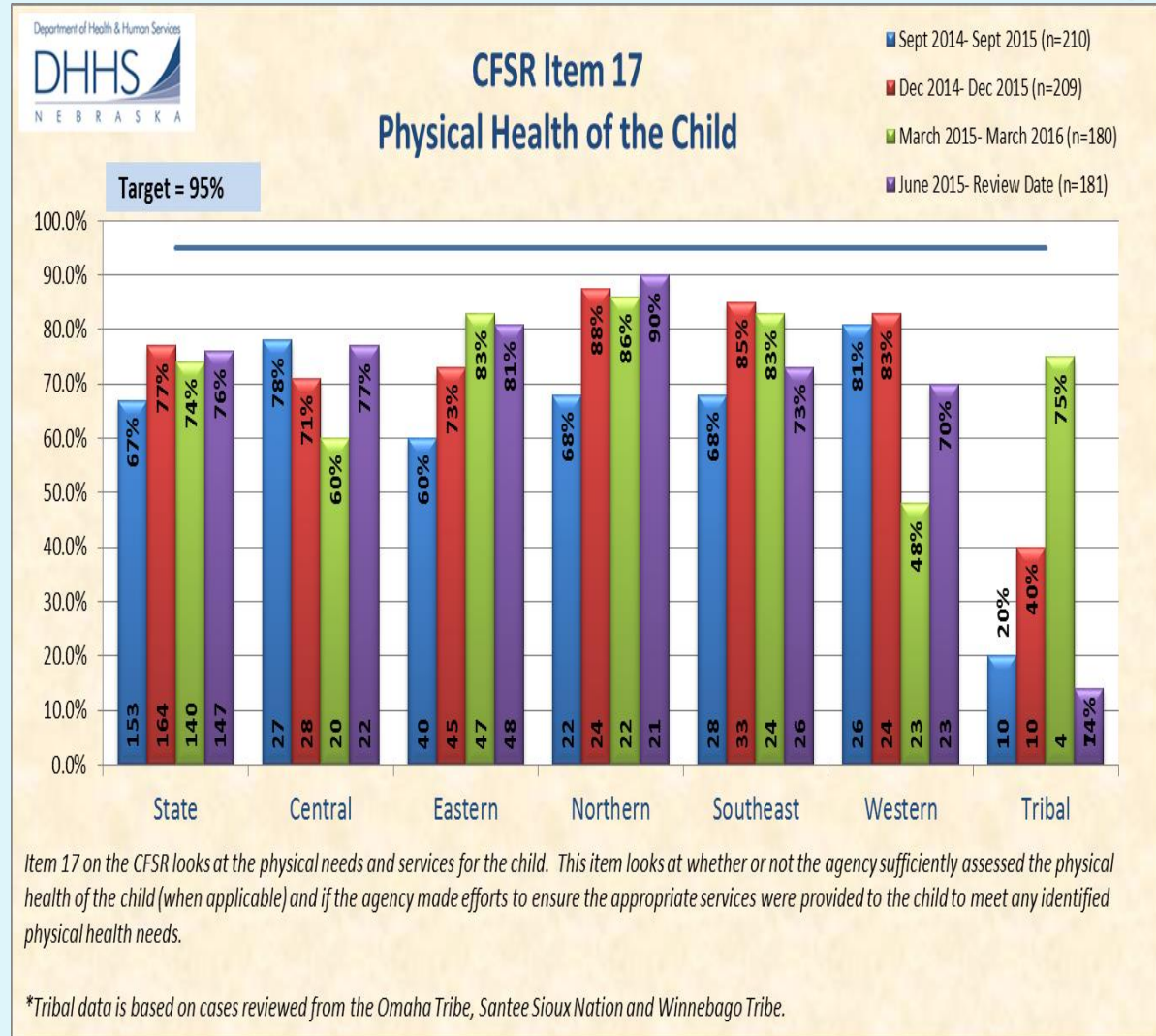
Note: The CFSR review results are based on a review of N-FOCUS documentation and information obtained during phone interviews with the CFSS or FPS.

Barriers:

- Out of home Cases: Lack of documentation of a physical or dental exam and/or results from the exam during the PUR.
- In home Cases: Lack of documentation of assessment of physical health for cases that opened in the PUR due to concerns of physical abuse or medical neglect.

Action Items:

OUTCOME STATEMENT: Children Will Demonstrate Positive Well-Being Outcomes



Needs and Services for the Child (Mental/Behavioral Health Needs – CFSR Item 18)

Strengths/Opportunities:

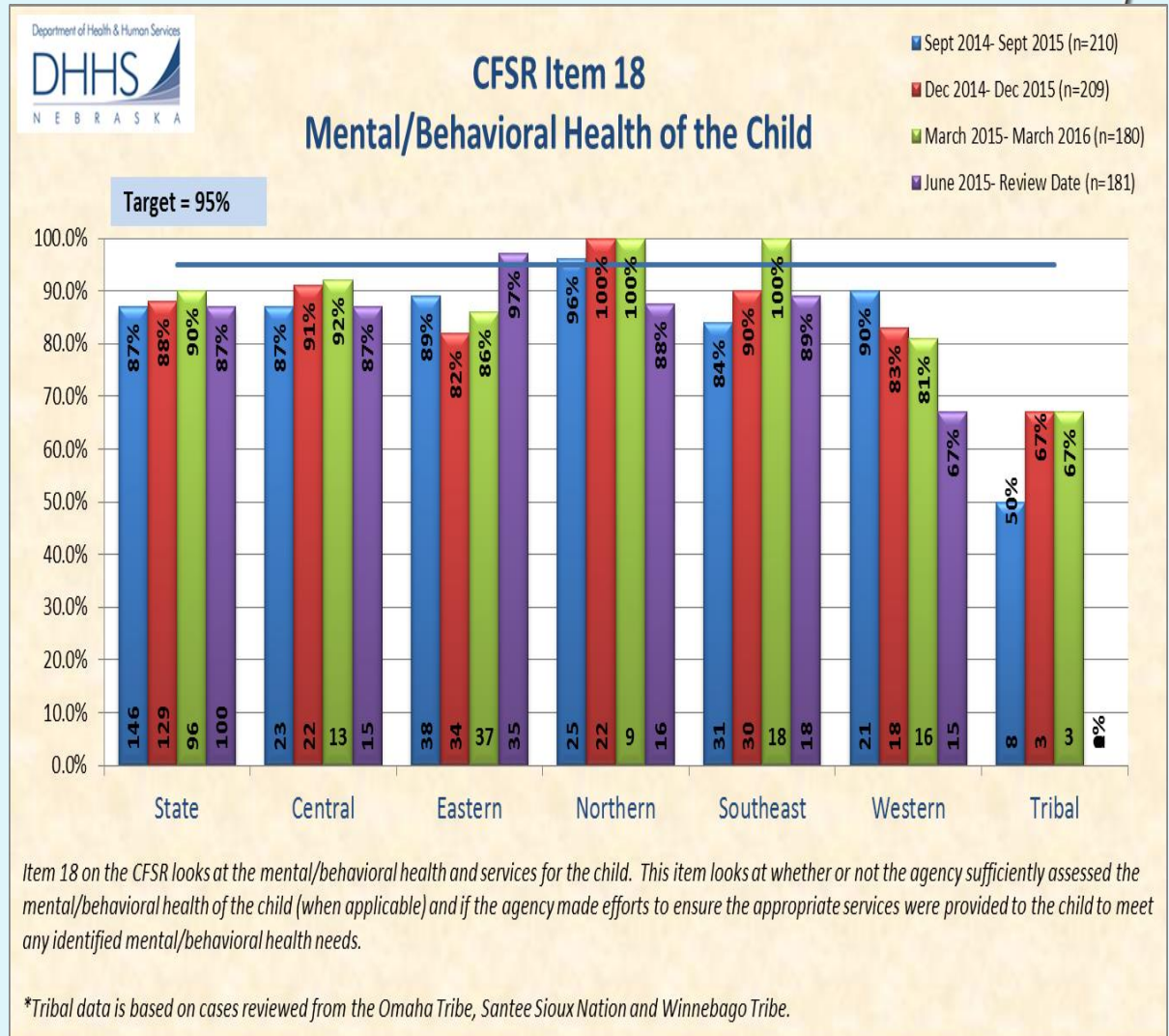
Note: The CFSR review results are based on a review of N-FOCUS documentation and information obtained during phone interviews with the CFSS or FPS.

Barriers:

- Out of home Cases: Lack of documentation to support ongoing assessment of child's mental health needs upon return to the parent's home.

Action Items:

OUTCOME STATEMENT: Children Will Demonstrate Positive Well-Being Outcomes



CHAPTER 5: WORKFORCE STABILITY

OUTCOME STATEMENT: THE DIVISION OF CHILDREN AND FAMILY SERVICES' WORKFORCE IS WELL-QUALIFIED, TRAINED, SUPERVISED AND SUPPORTED

Goal Statement: Build and support a stable workforce to promote positive outcomes for children and families

CFS Staff Vacancy Rate

Strengths/Opportunities:

Sept 2016: CFS Vacancy rate is at 6.8%

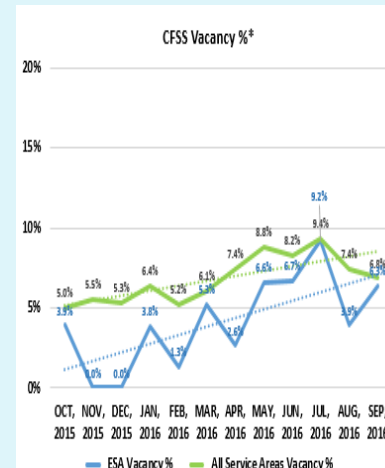
Barriers:

Action Items:

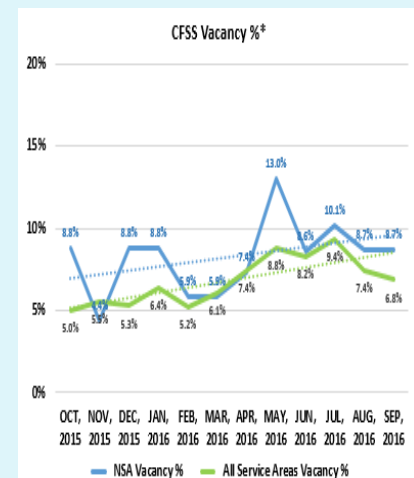
OUTCOME STATEMENT: The Division of Children and Family Services' Workforce is well-qualified, trained, Supervised and Supported



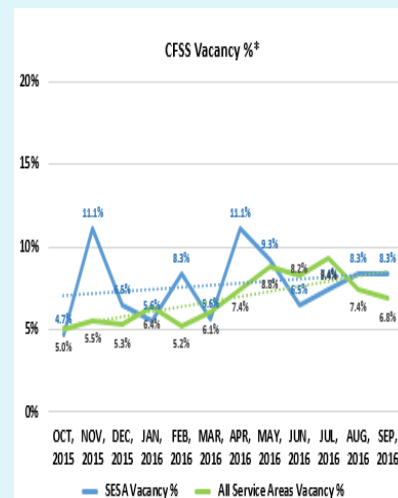
*On the first day of the month, does not include "Frozen" Positions



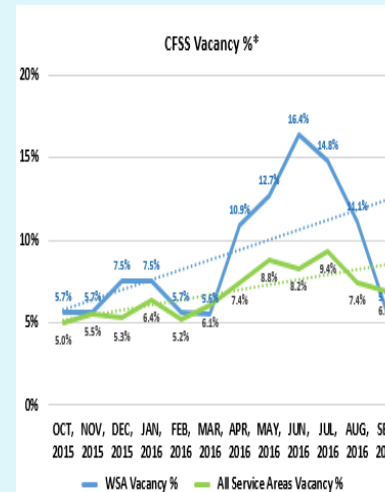
*Does not include "Frozen" Positions



*Does not include "Frozen" Positions



*Does not include "Frozen" Positions



*Does not include "Frozen" Positions

Data Review Frequency: Quarterly

*Vacancies are allocated positions not filled, excluding frozen positions.

*Date is effective as of the 1st day of the posted month.

NFC Staff Vacancy Rate

Strengths/Opportunities:

Sept 2016 NFC Vacancy Rate increased to 13.29%

Barriers:

Action Items:

OUTCOME STATEMENT: The Division of Children and Family Services' Workforce is well-qualified, trained, Supervised and Supported

VACANCY RATES

Location	May16			Jun16			Jul16			Aug16			Sept16		
	Vacant Positions	Total Positions	Vacancy Rate	Vacant Positions	Total Positions	Vacancy Rate	Vacant Positions	Total Positions	Vacancy Rate	Vacant Positions	Total Positions	Vacancy Rate	Vacant Positions	Total Positions	Vacancy Rate
NFC	23***	172	13.37%	19***	172	11.05%	22***	172	12.79%	15***	173	8.67%	23***	173	13.29%

Total Positions includes Family Permanency Supervisors and Family Permanency Specialists (based on 146 fully trained Family Permanency Specialists and 27 Family Permanency Supervisors)

***This does not include the Family Permanency Specialist Trainees

CFS Staff Turnover

Strengths/Opportunities:Barriers:Action Items:

OUTCOME STATEMENT: The Division of Children and Family Services' Workforce is well-qualified, trained, Supervised and Supported

CFS Specialists/CFS Specialist Trainee Turnover Report

Child / Family Services Specialists and Trainees				
Month, Year:			SEP, 2016	
Service Area	Vacancies*	Vacancy %*	Turnover Δ**	Transfers Δ†
CSA	2	3.6%	1	2
ESA	5	6.3%	1	2
NSA	6	8.7%	2	2
SESA	9	8.3%	0	-2
WSA	3	5.7%	-2	0
All	25	6.8%	2	4

* On the first day of the month; does not include "Frozen" Positions

** (New Hires - Separations)

† (Transfers to Service Area - Transfers from Service Area)

Data Review Frequency: Monthly

NFC Staff Turnover

Strengths/Opportunities:

July 2016: Increase in FPS turnover to 4.88%

Barriers:

Action Items:

OUTCOME STATEMENT: The Division of Children and Family Services' Workforce is well-qualified, trained, Supervised and Supported

STATE CQI TURNOVER, AGGREGATE COUNTS & VACANCY RATES

SEPTEMBER 2016

NEBRASKA FAMILIES COLLABORATIVE TURNOVER PERCENT*												
Title	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sept-16
FPS Trainee	8.33%	4.16%	6.54%	0%	0%	0%	0%	3.44%	0%	6.90%	0%	3.57%
FPS	4.03%	6.89%	5.62%	1.61%	2.43%	5.64%	4.27%	3.25%	3.15%	7.44%	3.05%	4.88%
FP Supervisor	4%	4.16%	6%	0%	0%	4%	0%	0%	0%	0%	0%	0%

*Note: Turnover rates are calculated using filled positions at the end of the month and includes only those employees who left state government during that month. It does not include employees who transferred from one program or Division to another within DHHS or from DHHS to another state agency. Turnover is as of the last day of posted month.

Aggregate Counts – September 2016			
Title	Total Employees	Term Employees	Turnover
FPS Trainee	28	1	3.57%
FPS	123	6	4.88%
FP Supervisor	27	0	0%

CHAPTERS 6-9

Data will be available in the near future

CHAPTER 6: SERVICE ARRAY

- **OUTCOME STATEMENT: CHILDREN AND FAMILIES HAVE ACCESS TO QUALITY SERVICES**
- **Goal Statement:** NE's service array will assess the strengths and needs of children and families and determine other service needs, address the needs of families in addition to individual children in order to create a safe home environment, enable children to remain safely with their parents when reasonable, and help children in foster care and adoptive placements achieve permanency (Federal Systemic Factor-Service Array).

CHAPTER 7: COORDINATION/COLLABORATION/COMMUNICATION

- **OUTCOME STATEMENT: THE CHILD WELFARE SYSTEM WILL BE STRENGTHENED THROUGH THE COLLABORATIVE EFFORTS OF MANY**
- **Goal Statement:** When implanting the provisions of the CFSP, DCFS will engage and have ongoing consultation with tribal representatives, consumers, service providers, foster care providers, juvenile court, and other public and private child and family serving agencies and includes the major concerns of these representatives in the goals and objectives of the CFSP (Federal Systemic Factor – Agency Responsiveness to the Community).

CHAPTER 8: FINANCING

- **OUTCOME STATEMENT: MAXIMIZE FEDERAL TITLE IV-E FUNDING FOR FEDERALLY ALLOWABLE SERVICES FOR IV-E ELIGIBLE YOUTH.**
- **Goal Statement:** Prospectively address unresolved Title IV-E claiming concerns previously identified through audit findings and department deferral or disallowance Correspondence.

CHAPTER 9: INDIAN CHILD WELFARE

- **OUTCOME STATEMENT: THE CHILD WELFARE SYSTEM WILL BE STRENGTHEND THROUGH THE COLLABORATIVE EFFORTS OF MANY**
- **Goal Statement:** When implanting the provisions of the CFSP, DCFS will engage and have ongoing consultation with tribal representatives, consumers, service providers, foster Care, providers, the juvenile court, and other public and private child- and family-serving agencies and includes the major concerns of these representatives in the goals and objectives of the CFSP (Federal Systemic Factor-Agency Responsiveness to the Community).

CHAPTER 10: ORGANIZATIONAL EXCELLENCE

OUTCOME STATEMENT: DCFS IS A SELF-DIAGNOSING AND SELF-CORRECTING SYSTEM

Goal Statement: Quantitative and qualitative data measures will be used to evaluate and improve performance, guide decision-making, enhance transparency and strengthen accountability

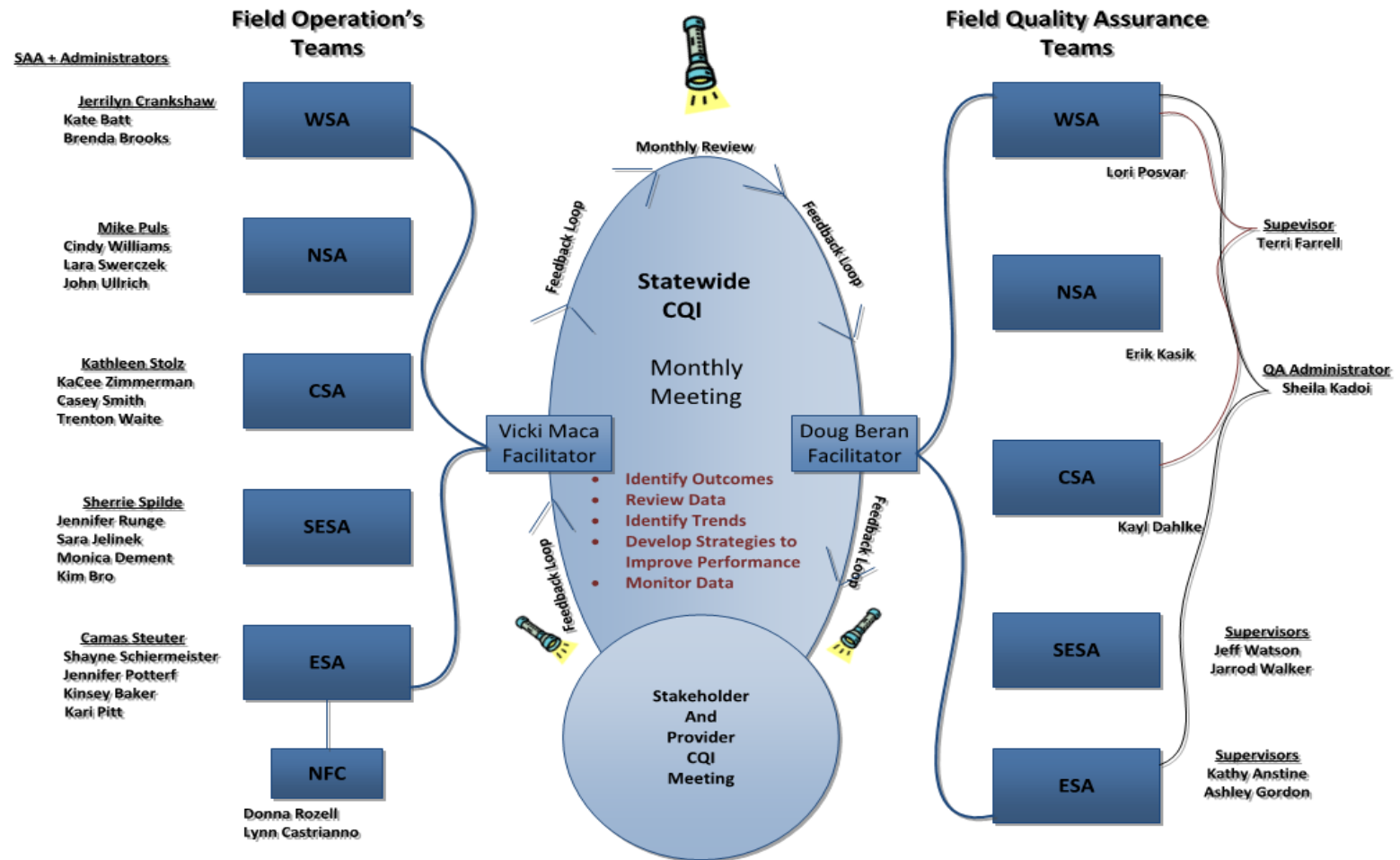
Schedule of Discussion Subjects 2016

- January 28
 - Process Measures
 - SDM Fidelity (Safety Plan & Initial Risk)
 - Federal Results (COMPASS/Round 3)
 - CFSR Path to Progress (Item 8,9,11)
 - Operations Data
 - Non Custodial Parent Engagement
- February 25
 - Process Measures
 - SDM Fidelity (Risk Re & Reunification Barriers)
 - Federal Results (COMPASS/Round 3)
 - CFSR Path to Progress (Item 4,7,10,12c)
 - CQI Process Interviews
 - 15 of 22 ASFA Requirements
 - Initial FTM – Establish Child Permanency Goal
 - Relative Placement
- **March 2016 -- NO MEETING**
- April 28
 - Process Measures
 - SDM Fidelity (Risk Re & Reunification Analysis)
 - Federal Results (COMPASS/Round 3)
 - CFSR Path to Progress – Service Area Presentations
 - CQI Process Interview
 - Child & Parent Conditions
 - **SESA Local CQI Update**
- May 26 - **MEETING CANCELLED**
- **June 2016 – NO MEETING**
- July 28
 - Process Measures
 - SDM Fidelity (FSNA, Well-Being and Life of the Case)
 - Federal Data Indicators - COMPASS
 - Conditions Data
 - CQI Process Interview
 - Operations Data
 - **NSA Local CQI Update**
- August 25
 - Process Measures
 - Federal Results (COMPASS/Round 3)
 - CFSR Path to Progress
 - CQI Process Interviews
 - **ESA Local CQI Update**
 - **CSA Local CQI Update**
- **September 2016 – NO MEETING**
- October 27
 - Process Measures
 - Federal Results (COMPASS/Round 3)
 - CFSR Path to Progress
 - CQI Process Interviews
 - Operations Data
 - **WSA Local CQI Update**
- November 19
 - Process Measures
 - Federal Results (COMPASS/Round 3)
 - CFSR Path to Progress
 - CQI Process Interviews
- **December 2016 – NO MEETING**

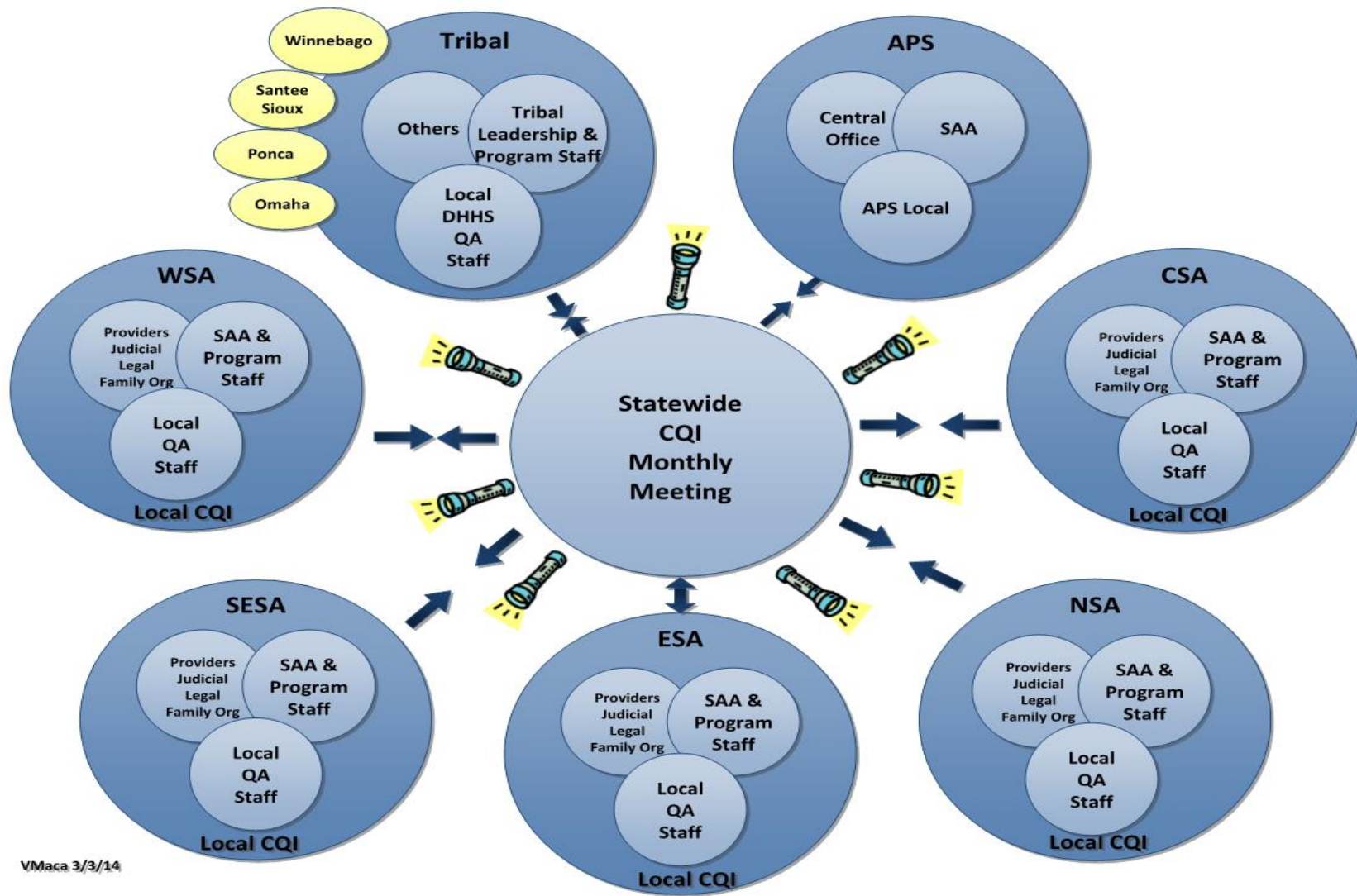
Federal IM 12-07

- **CQI Structure**
 - Statewide Quality Assurance program with autonomous oversight and dedicated staff
 - Continual training of CQI staff is occurring and QA is collaboratively working with Policy, Training and Administrators to ensure QA's decisions are based upon common policy and to help policy with Administrator's situations
 - Written policies and procedures are being updated and produced where they don't exist
- **Quality Data Collection**
 - Common data collection and measuring process statewide
 - All QA staff are trained and utilize the same QA Tools
 - CFSR reviews are performed by the same staff and reported consistently
 - 2nd level reviews occur on all processes to ensure consistent QA and learning opportunities
- **Case Record Review Data and Process**
 - Quality unit is responsible for all case reviews
 - Case review system has been developed to randomly select cases statewide, provide the QA person with correct review questions and stores results in a non-editable location.
 - Case review system has been modified to allow for testing of specific CFSR questions by service area as needed and generate an email to the worker.
 - Inter-rater reliability testing is ongoing to ensure consistent scoring.
- **Analysis and Dissemination of Quality Data**
 - Statewide case review system has been developed to review all cases selected for review
 - Data is reported statewide and by service area
 - An extensive array of performance reports are created and distributed at monthly CQI meeting
- **Feedback to Stakeholders**
 - Results are used to inform training, policy, stakeholders, community partnerships and others as a means to identify and communicate improvement opportunities and areas of strength
 - Supervisors and field staff understand how results link to daily casework practices; results are used by supervisors and field leadership to assess and improve practice.
 - First stage of CQI communications is monthly Statewide CQI meeting. Second stage of CQI communications is local CQI meetings. At the local level 4-6 areas of improvement have been selected and structured teams created to analyze the results and identify improvement opportunities.

Statewide CQI Process



Local CQI Process



Inter Reliability Program

Strengths/Opportunities:

* The P&S QA team transitioned to completing reliability reviews using the new federal CFSR tool in January 2015.

Barriers:

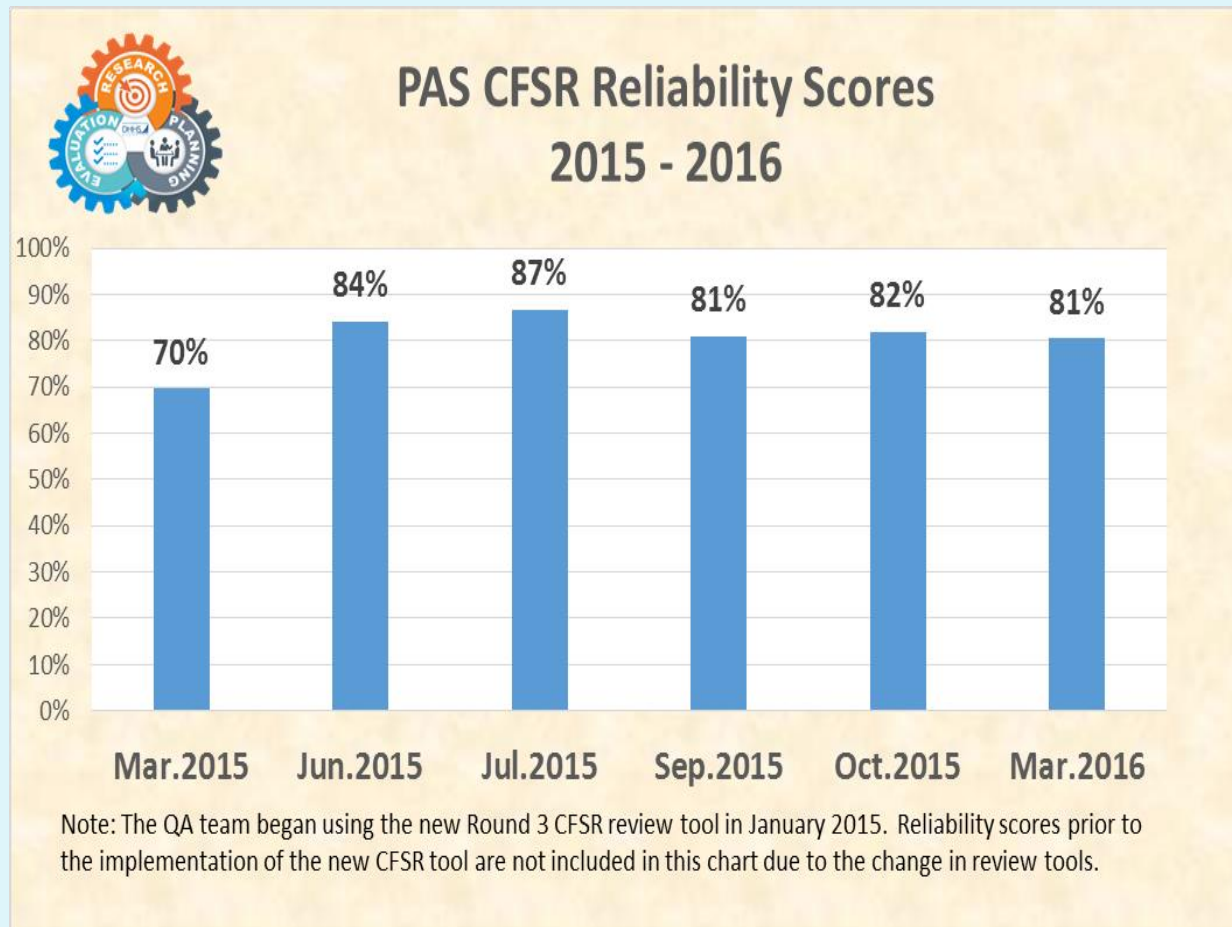
Action Items:

* Additional reviewer training on the following areas have been planned to ensure increase in reviewer proficiency using the new CFSR review tool.

- Critical Thinking and Parent Applicability following the new Round 3 Definitions.
- Reviewer Guide and Working in Teams.

* Additional reliability exercises, on line quizzes and activities to improve reliability are planned each month.

Outcome: Improve the Inter Rater Reliability of the Program Accuracy Specialists (PAS)



The Chart Illustrates the 4 most recent PAS CFSR reliability scores. Reliability scores prior to the implementation of the NEW Round 3 CFSR tool are not included due to the change in review tools. The QA team began using the Round 3 CFSR Tool in January 2015.

Data Review Frequency: Monthly

Item 19: Statewide Information System

Analysis:

- Reviews indicate that for the most part, data entered in the demographic and placement fields on N-FOCUS is accurate. There were a few instances where the information was not documented accurately per case file information and interview with the CFS Specialist.
- Information entered in the parental rights field on N-FOCUS needs some improvement.

Stakeholder Input: Who? What? When? Where?:

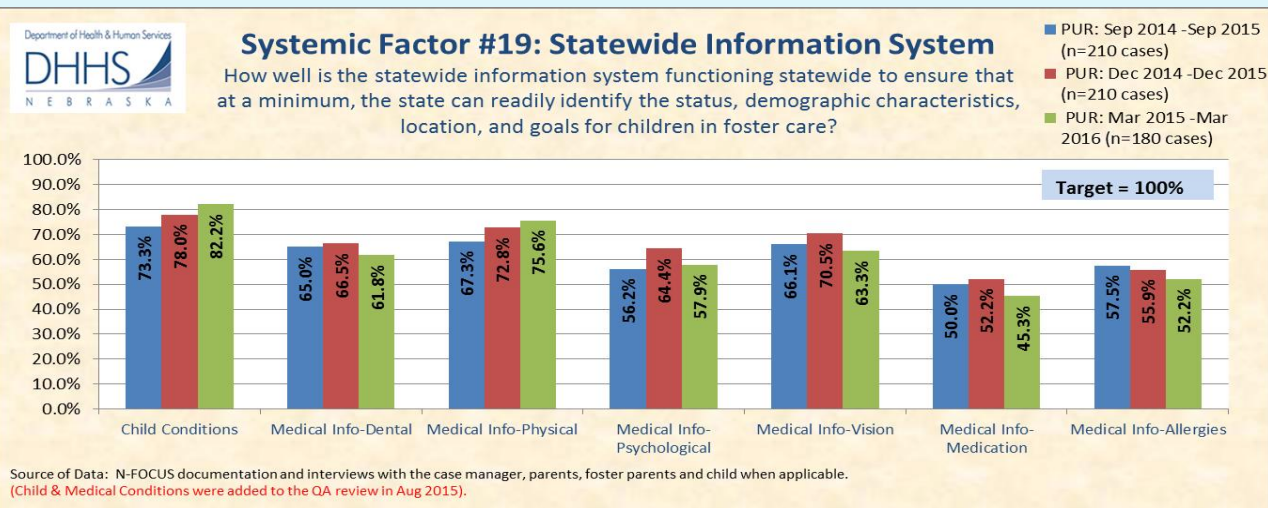
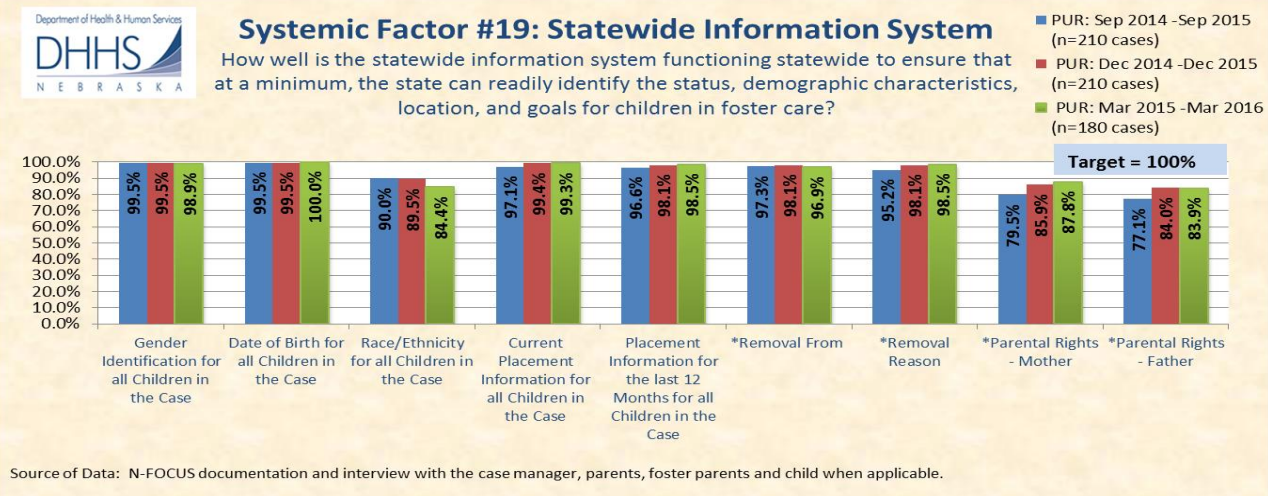
Next Steps / Who's Responsible:

The QA team implemented a separate Parental Rights review specifically for youth who have been in care 15 or more of the most recent 22 months. The review will look at case information to support CFSR item #5 as well as information to support the accuracy of information documented in the parental rights and 15 of 22 fields on N-FOCUS.

***Refer to Local Service Area or Tribal Action Plan Forms for detailed Action Items and Strategies for each Area/Tribe.**

Chapter 1: A. Systemic Factor Statewide Information System

How do we know that our Statewide Information System is functioning to ensure that, at a minimum, we can readily **identify the status, demographic characteristics, location, and goals for the placement of every child who is (or within the immediately preceding 12 months, has been) in foster care?** (Federal CFPS and CFSR)



Completed N-FOCUS Enhancements:

November 2015

- ✓ Added Medical appointments and immunization to the Medical window.
- ✓ Allowed Family Relationships and guardians to be entered outside of the Expert System.
- ✓ Redesigned the Service Referral to be more user friendly and pull in needs from the FSNA.
- ✓ Created the Education Court Report.
- ✓ Added additional narratives to the Independent Living Plan

December 2015

- ✓ Redesigned ICWA.
- ✓ Made enhancements to the 'Change of Placement' notice.

February 2016

- ✓ Changed the Exception Reason of 'Case/Permanency Plan Extension' to 'Insufficient Opportunity' and removed the reasons, 'Sole Basis Health Care' and 'Sole Basis Parent Incarcerated'.

April 2016

- ✓ Created the Common Referral for locating placements. The referral has 4 optional narratives. It will pull in information from the FSNA, Conditions, Relative Notification, Medications, Allergies, Medical Appointments as well as the most recent Safety Decision and Permanency Objective.
- ✓ Redesigned Relative Notification. The new design pulls in relatives from Family Relationships, adds a narrative box on the window, creates a new printed history document, adds a follow-up letter and makes it easier to view the contacts/responses at a glance. We are also increasing the size limit from 40 relatives to 300 relatives.
- ✓ Removed the phone call option from the required contact narratives and added checkboxes to help narrow the list of options you may select. The narrative type list is very long and this will make it easier to find specific narrative types.
- ✓ Added a selection so workers can enter situations where a parent contact is not required. These include adoptions by single parents, same sex couples and documented repeat refusals.

Completed N-FOCUS Enhancements:

April 2016 (Continued)

- ✓ Send the Superintendent Letter to NCJIS which will then create an email to the school district superintendent notifying them the letter is available on the secure NDE portal. This process is more secure than the current process of email, mailing and/or faxing the letter to schools. In addition, it saves the DCFS workforce time and provides needed information schools via a familiar method. A win, win for DHHS and schools. This is only available for public Nebraska schools.
- ✓ Allow the IL/TLP plan to be tied to the Case Plan for youth age 14 and older.
- ✓ Change the Independent Living (IL) to Transitional Living Plan (TLP).
- ✓ Added an electronic signature to NCR.
- ✓ Allow the Progress Narrative to be updated when the Case Plan is in Final status.
- ✓ Added foster parent training tracking for resource development staff.
- ✓ Added prompts to the Required Contacts Narrative window to remind workers to document Safety, Permanency and Well-Being.
- ✓ Created the Native American Cultural Plan.
- ✓ Allow people from the same master case to be added to an intake in one step. This will help prevent duplicate ARP errors in addition to being more efficient for the hotline.
- ✓ Automatically populate Tribal Relationships with parents entered in Family Relationships reducing duplicate data entry.
- ✓ Removed Court Pending allegations from the Central Register.
- ✓ Moved the Unknown Parent/Caretaker checkbox to the bottom of the placement window so it is less likely workers will check it in error. This box should only be checked for ICPC or abandoned children.
- ✓ Added data parameters to the Consolidated Narrative window making it easier to use.
- ✓ Created a batch job to automatically update an NCR when the child turns 6 and 12 years old.
- ✓ Changed the Performance Accountability Report Time to Contact to include all victims and children.

N-FOCUS Enhancements In Progress

August 2016:

- **Redesign the Court Report with fewer screens to enter data.**
- Create an Intake window which will display all of the participants' history included SDM assessment scores and allegation history.
- Adding a function to identify families working with a Drug Court program.
- Adding a function to list specific drugs and alcohol used by family members at the time of the Initial Assessment.
- Allow Safety Assessments to be tied together. This will allow workers to make contact in different Safety Assessments if appropriate and still receive credit for contacting all of the victims/children in the performance measure.
- Removed obsolete icons like NSIS Assessments from the Detail Program Case window to make room for new icons.
- Add Drug Factors to the Initial Risk and Prevention Assessments in order to show if drugs were involved in the intake and if so which drugs.
- Add NSIS and Cultural Plan narratives to the consolidated narrative search.
- Add a Corrective Action Plan as a Document Imaging category for Orgs.
- Replace the edit requiring background checks within 6 months of creation of a license or approval with a pop up reminder stating that background checks should be done every 12 months.
- Remove the requirement to go to the Utilization Criteria when creating an Out of Home placement.
- Legal Actions will be sorted by the Date Scheduled in descending order.
- Add the FSNA Strengths and Safety Assessment Safety Decision to the Service Referral. Visitation Units and Drop-Ins Units are being added for the Parenting Time/Supervised Visitation Service Referrals.
- Add a tracking process for the Family Treatment Drug Courts.

Future changes:

- Redesign alerts to separate IMFC and CFSS alerts, eliminate unneeded alerts, create additional relevant alerts and explore the possibility of emailing alerts or adding them to Outlook calendars..
- Change document imaging so that users can search by sub-categories and the 'real' date. Also the Document Imaging icon will be added to the Detail Program Case.
- SDM improvement project which includes copying forward certain items in SDM Assessments.
- Add background checks to the Person Detail window.
- Redesign the Service Referral process to make it more efficient.

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